



## EUROPEAN NEWS

## Bundesbank fear over problems of German success

By Andrew Fisher in Frankfurt

THE Bundesbank yesterday emphasised the cloudier side of West Germany's increasingly robust economy, with its soaring company profits and swelling order books, by stressing the development of capacity bottlenecks, rising costs and prices, and a sharp rise in foreign surpluses.

"The price climate in the Federal Republic is still exposed to considerable domestic and external pressures," the central bank said. In the past 12 months, import prices had risen by at least 7 per cent, this trend being strengthened by the current weakness of the D-Mark. Selling prices of German goods had also advanced; excluding the impact of consumer tax changes, industrial, construction, and consumer prices moved up by between 3.5 and 4 per cent in the first few months of 1989 on a seasonally adjusted, annualised basis. However, the recent fall in oil prices had reduced price pressures.

Although the growth in money supply had eased, there was still a good deal of liquidity in the economy, the bank said. Thus monetary policy would continue to be aimed at curbing the expansion rate. In May, growth of the broad M3 monetary aggregate slowed down further to a rate of 5.4 per cent, thus approaching the 1988 goal of "around 5 per cent."

Commenting on Germany's high surpluses, the bank said that the "almost tempestuous" rise in foreign demand had not

## Pöhl inflation warning as trade surpluses mount

By Andrew Fisher

SPAIN, Britain and Italy, with which West Germany has high trade surpluses, should moderate their growth to prevent higher inflation, Mr Karl Otto Pöhl, president of the Bundesbank, said yesterday.

Expressing concern that the higher than expected economic expansion rate in Germany could lead to accelerated price rises, he said the country's increasing trade surplus reflected high demand in Europe.

While German exports to the US had recently fallen, and Germany had imported more US goods, the surplus with the EC had continued to rise strongly. "Despite the strength of the dollar, the adjustment process is working with the US. But in Europe, there are high surpluses with Britain, Spain, and Italy." Without their present high imports, Spain and Italy would not be able to sustain their growth rates. "But this cannot con-

tinute for ever."

Since exchange rate changes could not solve the problem - the UK is not in the European Monetary System and Italy and Spain (newly joined) have wider fluctuation bands than other members - the answer was better policy coordination.

This could be discussed at the EC summit in Madrid. Mr Pöhl also recognised that Britain, for example, had taken strong action to curb domestic demand. Germany could not cut its surpluses itself. Further German economic expansion to boost imports would lead to inflationary problems. "Rather, we are worried that the economy is booming too strongly." The easing of commodity prices and the fact that the gold price had not risen despite events in China showed "there is no worldwide inflation hysteria." Nor was Germany's inflation rate of 3.1 per cent unsatisfactory.

## US chief of staff's Soviet trip was 'genuine learning experience'

By Quentin Peel in Moscow

ADMIRAL William Crowe, chairman of the US joint chiefs of staff, yesterday finished an unprecedented 10-day exploration of Soviet military bases and confessed he had undergone "a genuine learning experience."

The top military commanders of the US and the Soviet Union spent most of the 10-day period getting to know each other - as well as touring every aspect of the Soviet military machine from a strategic missile launch pad to a nuclear submarine.

Admiral Crowe was in the Soviet Union at the invitation of General Mikhail Moiseyev, chief of the Soviet armed forces general staff, in return for the US visit last summer of Marshal Sergei Akhromeyev, the General's predecessor.

Germany was now in an "extraordinarily strong position" competitively, helped by the impact of industrial investment activity on demand from abroad. This trend had been helped by the weakening of the D-Mark against the currencies of important trading countries.

Thus, on top of their advantages of quality and quick delivery, many German goods had also become cheaper for foreign buyers than those of other suppliers.

It was foreign demand which provided the strongest impulses for Germany's growth, the Bundesbank said.

As already announced, gross national product rose by 3 per cent in the first quarter over the last quarter of 1988. "A flood of orders" had led to delivery problems at some companies. In January-April, German export orders were 13.5 per cent higher than in the previous year, with a 9 per cent volume rise. Although companies had invested to expand capacity, the effects of this would take time to show through. Capacity problems at many companies were reflected in longer delivery times, and increased use of overtime and special shifts, which meant higher production costs.

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## AMERICAN NEWS

## Fears of labour unrest as steel pay deal rejected

By James Buchan in New York

STARTLED management and union leaders in the US steel industry were yesterday facing the prospect of labour strife after workers at National Steel voted unexpectedly rejected a new pay deal.

The rejection of the four-year contract, which was closely watched on a deal approved last month by workers at Bethlehem Steel, raises the prospect of a strike when the current pay settlement at National expires at the end of next month. It is also sure to disrupt new wage contracts at Inland Steel and Arco.

The United Steelworkers said yesterday that no meetings had been scheduled with management at National, which is half owned by NKK of Japan.

The union confirmed that rank-and-file members at National — the sixth-largest steelmaker, with big plants near Detroit, Chicago and St Louis — had rejected the 50-month pay deal by a comfortable majority. The deal, which restored pay cuts taken during

## 'Beige book' sees US economy still growing

By Anatole Kaletsky in New York

THE US economy is continuing to expand with very few signs of accelerating inflation, but manufacturing growth is leveling off and real estate markets are sluggish, according to the closely-watched "beige book" on economic conditions published every six weeks by the Federal Reserve Board.

The beige book — a compilation of detailed industrial reports gathered by the 12 regional banks which make up the Federal Reserve system — is considered an important source of information on the central bank's Federal Open Markets Committee, which sets the course of monetary policy.

The FOMC's next meeting in the first week of July, could have particularly far-reaching effects on financial markets around the world because of the recent surge of the dollar and the US bond market. The dollar weakened initially in

response to the beige book's publication, and bond prices rose as traders judged that the rate of slowing growth and moderate inflation might tilt the FOMC towards a slight further easing of policy.

On closer inspection, however, most analysts concluded that the beige book contained no real surprises.

The beige book said "economic activity for most of the nation continued to advance", but some regions were experiencing "slowing rates of expansion". The areas of weakness were mostly related to poor real estate markets, weak demand for construction-related and defence products, and sluggish car sales.

However, non-vehicle retail sales remained healthy in most areas, capital goods orders continued to be strong, and capacity utilisation remained high in many sectors.

## Bureaucratic mischief embarrasses envoys

By Lionel Barber in Washington

EVERY now and again, those much-abused bureaucrats at the US State Department strike back.

This week, at a hearing of the Senate Foreign Relations Committee, Senator Paul Sarbanes of Maryland pulled out copies of the résumé forms for Mr Joseph Zappala, a Florida land developer and nominee for the job of ambassador to Spain, and Mr Melvin F. Semple, another Florida businessman who has been nominated as envoy to Australia.

Turning to a question dealing with qualifications, Mr Sarbanes read out the respective answers prepared by the State Department:

"I have been known as a coalition builder, able to organise my colleagues and peers to action in support of worthy civic, charitable and political causes," said Mr Semple, who contributed \$127,000 to the

Senate.

Mr Zappala said he was fed up with the "bitter war" for ambassadorial nominations on him, as well as that of Ms Della Newman, a Seattle real estate developer who chaired Mr George Bush's presidential election campaign in Washington state.

Mr Bush need not despair greatly. His controversial choice for South Korea — Mr Donald Gregg, former CIA officer who was involved in the Iran-Contra scandal — has survived a grilling by the committee and is expected to be confirmed by the full Senate.

## Debt dims business prospects in LDCs

Peter Riddell examines an IFC report

PROSPECTS for business remain bright in the newly industrialised countries of eastern Asia, though likely to be less strong in many middle-income countries of Latin America, according to an analysis of scope for the private sector in developing countries, published today by the International Finance Corporation.

This affiliate of the World Bank, concerned with encouraging the private sector in developing countries, expects overall growth of output to slow slightly this year in all 90 such countries to 4.5 per cent, compared with 5.1 per cent in 1988. Growth of 3.7 to 4.1 per cent is expected in 1990.

There is a sharp contrast between the forecast continuation of high (though slightly slower growth) in the newly industrialised economies.

The report highlights the

## Insolvent brokerages to be closed in Brazil

By John Barham  
in São Paulo

THE BRAZILIAN Central Bank is to close seven insolvent brokerages involved in a national stock market scandal. One of them belongs to the bank's outgoing president, Mr Jaime Azeredo.

A São Paulo investment bank associated with Bankers Trust is also reported to be closing off its operations.

One of Mr Azeredo's final duties at the bank was to sign an order liquidating the brokerages, including his, Capitânea.

Mr Capitânea announced his resignation on Monday after the extent of his firm's losses became public. His son, Mr Edmundo Capitânea Filho, manages the firm.

The Government is unlikely to name a successor at the bank until Congress has re-convened after the southern winter break. Senior government appointments are subject to confirmation by the Senate.

Meanwhile, Mr Wadior Bucchi, a Central Bank director, will be acting president.

Capitânea sustained losses after the big speculator Mr Naji Robert Nahas was unable to honour debts to the market. This forced the Government to intervene in equity markets last week. Capitânea is now said to have reduced its debts to some \$22m from a much higher figure.

A Central Bank liquidator is to share the brokerages' assets among creditors. The market splits their losses at about \$50m. The bank would not indicate the brokerages' debts.

The firms' directors will have their assets blocked until the liquidations are complete.

A São Paulo broker said: "These (the seven brokerages) are the hard-core operators. Anybody who could possibly avoid Central Bank intervention and liquidation has already done so."

Operators say that Plani-banc, a São Paulo investment bank set up in February which is run by former Brazilcom compensation and Bankers Trust of New York, will also close after sustaining losses of some \$50m. None of the bank's officers was available for comment.

Plani-banc was one of several banks that financed Mr Nahas's stock position.

## Administration muscle thwarts thrifts

Peter Riddell tells how US savings and loans are being remoulded

"THE PRESS destroyed us. We were treated like fast-talking cowboys. We got killed," So said Mr Doug Fauvette, chief lobbyist for a coalition of US savings and loans groups, after the House of Representatives had defeated most of his favoured amendments to the savings and loan rescue plan.

For once, the thrift industry has not got its own way in Congress, despite having made contributions to House members totalling nearly \$2.2m in the past three elections. The version of the rescue plan, which will go soon to a House-Senate conference for reconciliation, is as tough, and in some respects tougher, than the Bush administration proposed more than four months ago.

This outcome is in many ways surprising because, until 10 days ago, savings and loan lobbyists thought that, as often in the past, they had lined up enough Congress members to weaken the measure. However, a combination of a strong lead from President George Bush and the determination of the new Democratic House leaders to show they could produce results led to a reversal.

The House — first in its Banking Committee and then on the floor — took a tougher line. Its version requires cash and other tangible assets to be eventually at least 3 per cent of the total, and 1.5 per cent by June 1990. Under the House version, goodwill's status as an asset would be phased out over three years.

The key issue has been capital standards. The Bush administration originally proposed that thrifts, like banks, should have a positive net worth equal to 6 per cent of their assets by 1991. However, this included goodwill. The Senate version adopted different definitions requiring a 3 per cent proportion, with at least 1.5 percentage points in tangible capital (cash, securities or other liquid assets) by 1991, with goodwill being phased out over 25 years.

Savings and loan industry supporters, led by prominent Republican Congressman Henry Hyde, failed in attempts to allow about 250 thrifts to appeal for exemption from these rules. This means that the industry will have to increase its total capital base by more than \$20bn.

There are various other differences between the House and Senate versions, of which

the most important is the former's proposal that the entire cost of the rescue be placed on the federal budget with a specific exemption from the Gramm-Rudman deficit reduction law. Both the administration and the Senate favoured putting about \$500m of the rescue off-budget through the semi-independent Resolution Funding Corporation. This is largely to preserve the Gramm-Rudman targets and a sufficient number of senators agree to block any change.

Among other features in the House version, but not the Senate one, are a ban on savings and loans investing insured deposits in high-yielding junk bonds. The Senate version would permit such investments up to 11 per cent of assets. There are also differences about the structure of the regu-

latory agency and over House proposals that the thrift industry must subsidise low and moderate-income housing.

These differences will be resolved in the conference next month so that the bill may become law by the August recess. While the administration is pleased that its first big piece of domestic legislation is likely to be enacted broadly as first proposed, with a tough new framework, there is less confidence about the eventual cost of the rescue. The administration's official estimate is \$157bn over 10 years — half to be raised from taxpayers and the rest from fees on the industry and the sale of assets of failed thrifts. The General Accounting Office, which acts on behalf of Congress, has predicted, though, a total cost of \$300bn over the next 30 years.

## Disaffected Argentine colonel ends truce

By Gary Mead in Buenos Aires

RELATIONS between Argentina's military and government have badly deteriorated with an announcement yesterday by Colonel Mohamed Al Seineidin, a disaffected army leader, that an uneasy 6½-month internal truce is dead.

During the first weekend of December, Col Seineidin staged a four-day rebellion (along with an estimated 800 elite troops) focussed on the military base of Villa Martelli on the outskirts of Buenos Aires. This ended when he surrendered and agreed to be put under arrest in the Patriotic Regiment barracks in Palermo, near Buenos Aires city centre.

Following his surrender, reports leaked of a signed agreement between Col Seineidin and General Idiáquez, the intermediary in the rumour. The colonel and his supporters maintained that they had no interest in overthrowing civilian government.

However, they claimed that the general had signed a document which promised to fulfil a series of demands. These included an effective amnesty for 24 officers accused of human rights abuses during the 1976-83 military dictatorship, and the reinstatement without punishment of 422 army personnel awaiting military justice for their role in three army rebellions.

Col Seineidin — who continues to enjoy considerable liberty of movement — has



Seineidin: Disputes

announced that the accord is now dead, since Gen Idiáquez has failed to carry out his promises.

The general, head of the Services Army based at Rosario and seventh in the service's chain of command, has replied that there was no signed agreement last December, and has said that what he has described as the "Seineidin faction" must leave the army.

The first priority of the Car-

## Group of 77 gathers to call for debt reduction

DIGNITARIES from dozens of

governments gathered in Venezuela yesterday to celebrate the 25th anniversary of the Group of 77 and call for reduction of Third World debt, AP reports from Caracas.

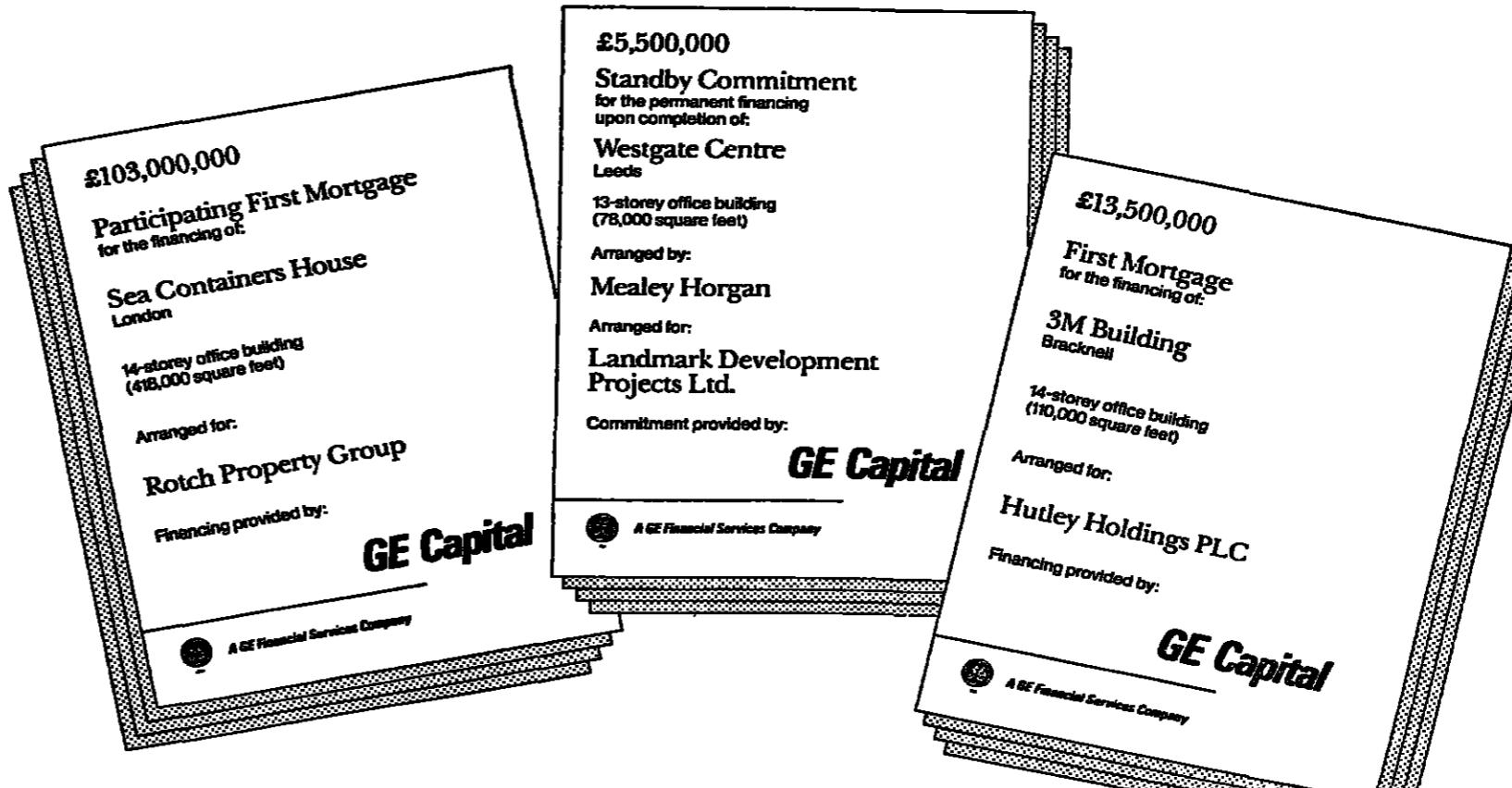
President Carlos Andrés Pérez was to open the three-day gathering of delegations from 130 member countries in the non-aligned movement.

The group of 77 was founded in 1964 at the first UN Conference on Trade and Development, as a forum for developing countries to push for changes in the international economy.

The group has grown from 77 to 127 members. It includes Brazil, India and most of the Latin American and African states.

The first priority of the Car-

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Economic Outlook for Developing Countries Growth of Real GDP (%)		
1988	1989	1990
5.1	4.5	3.7 - 4.1
8.3	7.2	5.7
1.8	1.8	1.8 - 2.2
1.1	2.2	3.4

Source: International Finance Corporation

*Discussion Paper Number 3:  
Prospects for the Business Sector in Developing Countries;  
International Finance Corporation,  
181 H Street NW,  
Washington DC, 20433.*

*Stamford, Connecticut; New York, New York; Dallas, Texas; Atlanta, Georgia; Chicago, Illinois; Los Angeles, California; and Toronto, Canada.*

## OVERSEAS NEWS

## De Klerk looks forward to UK talks

By Michael Holman in London and David Marsh in Bonn

MR F W de Klerk, leader of South Africa's ruling National Party, yesterday opened his four-nation European tour, saying he was looking forward to "open discussions" with Mrs Margaret Thatcher tomorrow.

Speaking to reporters on arrival in London, en route to West Germany where he is due to arrive today, Mr de Klerk would not be drawn on the part Britain's Prime Minister could play in South Africa.

"I don't want to comment on her specific role. She has always taken a principled stand from her point of view and we don't want to mislead her in any sense of the word whatsoever," he said.

"We will have an open discussion and I will put South Africa's case. It wouldn't be right for me to pre-empt the discussions taking place. The state of relations between Britain and South Africa has always been good and we hope that it will remain so and, obviously, we hope it will improve."

Mr de Klerk's visit to West Germany is seen by Bonn as an opportunity to assess prospects for the revival of political reform in South Africa — a process which stalled under outgoing South African president, Mr P W Botha. The visit is important in the light of West Germany's traditional close ties to South Africa and its recent displacement of Japan as Pretoria's principal trading partner.

A Bonn Foreign Ministry spokesman said that Mr Hans-Dietrich Genscher, the Foreign Minister, would ask Mr de Klerk to spell out how he intends to phase out apartheid. Mr de Klerk, who was elected leader of the National Party in February, is almost certain to take over as president in October. The spokesman rejected the idea that a new "chapter" was about to open between Bonn and Pretoria. Mr de Klerk will also see Chancellor Helmut Kohl.

In spite of sporadic political protests about the South African regime, both from the Social Democratic Party and parts of Mr Genscher's Free Democrats, trade has been booming. West German exports to South Africa rose 29 per cent last year to DM5.5bn (£1.9bn). Imports grew 35 per cent to DM3bn.

## Closure threat overshadows Daewoo talks

By Maggie Ford in Seoul

LAST-DITCH efforts by management and union leaders were under way yesterday at the closure-threatened shipyard owned by South Korea's Daewoo group.

The yard, which has debts of \$1.5bn (£1.1bn), is the subject of a bailout by the South Korean government, which requires the company to raise Won 400bn (£390m) by selling subsidiaries in return for debt rescheduling and a further cash injection.

Under pressure from management and the Ministry of Trade and Industry, the union has reduced its pay rise demand from Won 140,000 to Won 95,000 a month and talks seem centred on when it should be paid.

Management has refused to agree any pay rise this year because of the fall-out. Daewoo workers are paid less than at other shipbuilding companies but have been forced to yield in the face of public concern over the broader economy.

Dr Kim Sung Soo, Minister of Trade and Industry, yesterday warned that the Government could not keep the rescue plan open indefinitely.

## Peking weekly acknowledges regime's unpopularity

By Steven Butler in Peking

OVER 1m people demonstrated for democracy, surrounding government offices and paralysing the city, *Beijing Review*, the Chinese government-controlled English language weekly, has admitted in a detailed chronicle of the events leading to the imposition of martial law in Peking.

Although the long article is meant to justify the government's decision to bring in the army to restore order, and to defend government behaviour throughout, it also provides graphic evidence about the deep unpopularity of the government. It shows the turnout

and opposition to the government was even more serious than that depicted in many Western accounts of the events.

The article paints a picture of nationwide insurrection in which the government progressively lost control. It said 200,000 students had travelled by train to Peking from the provinces, without buying tickets or paying for meals.

It did not explain why they were not stopped by train crews, all of which include police.

The government lays blame for these developments on a

minority of student leaders, who are said to have used deception to manipulate the patriotic sentiments of the majority of students in order to overthrow the Communist Party and the socialist system.

According to the article, "For more than a month, at each stage of the turmoil, every action, slogan and demand was carefully planned and arranged."

Virtually all accounts in the Western press have depicted the demonstrations as largely spontaneous.

According to the account, a small group of leaders, backed

by anti-government campaigners in the US, managed to spread vicious rumours about the government that stirred up opposition.

The article does show that the government is at least highly sensitive to the criticism to which it has been subjected. It argues defensively that party leaders continue to embrace the goals of the students to end corruption and improve democracy.

It also tries to argue that the government made a sincere effort to engage in dialogue with the students, but that the students made unreasonable demands and put the government in an embarrassing position.

If true, it none the less indicates an incredible degree of political ineptitude and naivete.

The account details a breakdown of state security, in which minutes of meetings of the politburo standing committee were known on campuses within hours of the conclusion of a meeting.

Chinese authorities rushed a paperback history of the pro-democracy movement to bookshops yesterday, *Reuter* reports.

Hundreds of copies of the slim, pale yellow volume, entitled *The Flag Must Be Bright To Go Against The Turmoil*, were delivered to stores in central Peking.

The book covers events up to and including Li Peng's decision on May 20 to impose martial law on the capital. A second volume, this time with pictures, is expected shortly to describe what motivated the leadership to send troops to tanks on June 4 to clear Tiananmen Square of unarmed protesters.

Hong Kong: Citizenship and Emigration, Page 6

## Hawke seeks open EC trading system

By Robert Maunher, Diplomatic Correspondent

MR BOB HAWKE, the Australian Prime Minister, last night appealed to Britain and its European Community partners to maintain an open and liberal trading system after the completion of their internal market in 1992.

It was "the ultimate paradox of our time" that, at the very time the centralised command economies are moving towards greater competitiveness and openness, the market economies continued to close in, *Reuter* reports.

Hawke was addressing a banquet in his honour at the Mansion House in London.

The powerful message of efficiency and competition given by the EC was blunted by its equivocation on the issue of protectionism, the Australian Prime Minister said. Mr Hawke made it clear that Australia was not seeking a return to pre-Common Market arrangements where Australian agricultural products had preferred access to British markets.

All we seek is fair access and the ability to compete on an equal basis," *Reuter* quotes him as saying.

Before talks with Mrs Margaret Thatcher, the British Prime Minister earlier in the day, Mr Hawke said the object of his visit was to inject a new vigour into Australian-UK relationships.

Both Mr Hawke and Mrs Thatcher strongly condemned events in China, particularly the execution of three men involved in the burning of a train in Shanghai during the recent disturbances. It was an action "of all relevance to what they were involved in," Mr Hawke said.

Referring to the demand of 3.5m British passport-holders in Hong Kong that they should have the right of entry into the UK after the colony is handed back to China in 1997, Mr Hawke expressed sympathy for the British government's predicament. The UK obviously would have "enormous difficulties" in accommodating this number of people, he told a news conference.

The result is that even though Japanese trade and investment will probably be curtailed, Japan is likely to keep its place as Peking's second-largest trade partner, after Hong Kong. As for investment, it may even advance from third to second place, overtaking the US. These economic links seem certain to ensure that despite the suspension of work on the economic aid package, Japan's interest in keeping close to China will survive the crisis.

So although Japan has edged towards the Western position on China in the last few days, the legacy of past contacts and the potential of present links will keep it stretched uncomfortably in trying to placate both sides.

On the Vietnamese boat-peo- ple, of whom there are more than 50,000 in Hong Kong, Mr Hawke said Australia would do all it could to help find a solution.

Mr Hawke and Mrs Thatcher continued to disagree on the problem of sanctions against South Africa, but the Australian Prime Minister did not think it would dominate next autumn's Commonwealth Heads of Government meeting in Kuala Lumpur as it had done the last two conferences.

He remained to be convinced of Mrs Thatcher's view that the new leadership in South Africa would be more responsive to the processes of international persuasion. "What we need to see is action, not words," he said.

## Burmese troops shoot protesters killing one

TOOPS fired on a demonstration by about 500 people in the Burmese capital yesterday, killing one protester, *Reuter* reports from Bangkok.

Opposition leader Aung San Suu Kyi was detained after the incident but released an hour later, the state radio said.

Three students arrested with her were still in police custody.

It was the first reported fatal shooting by security forces in Rangoon since the army took power in a bloody crackdown on mass democracy demonstrations last September, when diplomats said at least 1,000 protesters were killed.

The radio said Aung San Suu Kyi, 44-year-old daughter of assassinated independence hero Aung San, was attending a wreath-laying ceremony in a northern Rangoon suburb for students killed during protests a year ago.

It said when officials tried to detain her, 100 supporters tried to snatch her back. Security forces opened fire, killing one person and wounding another.

Earlier in the day, authorities stopped students who tried to occupy Rangoon University campus, scene of some of the original clashes last year.

All schools and universities were closed at the height of the disturbances last summer. Primary schools reopened only on Monday as the military government said order was being gradually restored.

Aung San Suu Kyi, who emerged as the most charismatic leader of a mass popular uprising against repressive socialist rule, is the secretary of the National League for Democracy (NLD), the biggest of more than 200 opposition parties.

## Japan caught between awe and contempt for China

The West is pressing Tokyo to be tougher on Peking, Stefan Wagstyl and Robert Thomson report



Cyclists pass a column of troops in central Peking yesterday

**A** FEW days after the tanks rolled in to crush the democracy movement in Peking, Chinese journalists were welcomed at a Sino-Japanese television factory in the capital, Xinhua, the official news agency, later ran a reassuring story quoting a Japanese manager as saying that production had continued despite the chaos outside.

Embarrassed by several such incidents and by the unseemly rush of businessmen back to Peking, the Japanese government has toughened its stance against China, issuing almost daily criticism of the brutality and, this week, suspending indefinitely a \$5.5bn soft loan package that was to begin next April. It is also now unlikely that Emperor Akihito will go ahead with a planned visit to China next year.

Initially, Japanese leaders had argued that the "special relationship" between the two countries warranted a more muted response than that of outraged Western nations, which responded with immediate tough criticism and a range of sanctions against China.

But growing Western criticism has persuaded Japan to change its position. With the Foreign Ministry of Western leaders to be held next month, the Japanese government was increasingly worried about being accused of being less concerned about human rights than other countries.

On Saturday, Mr Hiroshi Mizobata, the Foreign Minister, condemned China for actions "not compatible with the basic values of our country". Interestingly, he qualified the statement by saying that the matter is "China's internal affair", which is the same ter-

minology used by Peking in criticising foreign condemnation of its actions. Then, Mr Sosuke Uno, the Prime Minister, said that Japan would offer China "neighbourly" advice on ways of avoiding international isolation.

The ambiguities in these comments highlight the difficulties Japan has had in coming to terms with the crisis in China. Japan is caught between China and one Western diplomat.

Japanese officials have argued that the geographical and historical links between the two countries put Tokyo in a position very different from that of outraged western nations. Bearing in mind the country's wartime brutality in China, Japan has traditionally been reluctant to lecture Chinese leaders on human rights issues, but another Western diplomat said that, in this case, the magnitude of the events in China made that argument seem like a feeble excuse.

The diplomat said the turnaround in China's reputation among ordinary Japanese will not be as dramatic as that in most western countries, where Peking leaders had generally been seen as the kindly communists. Japanese often are either in awe of China's depth

of culture and history or have a virtual contempt for its present backward state, and these views are embedded deeper than the more recently acquired western perceptions of emerging China.

Also, Japanese often think that China is such a large and complex country that it will descend into chaos without strong central government.

Japanese businessmen in China have said that they go expecting problems whereas Westerners go expecting profit.

Nevertheless, many Japanese were angered by the initial soft response of their government. A Tokyo property developer was "disappointed" by the gentle criticism, and thought that it had brought "shame upon the Japanese". A magazine editor said that the government had "done us seem like a people obsessed only by economic things" and thought the government had a "moral obligation" to take tougher action.

Mr Takashi Ishihara, chairman of Nissan Motors, drew wide public praise for a forthright condemnation of the Chinese leadership, whose crackdown he described as a "threat against humanity".

However, public opinion is rarely as

strongly expressed in Japan as in the West. While some young Japanese have supported demonstrations held by Chinese students in Tokyo, there has been no organised attempt to influence government opinion. It is Western criticism which has moved the Japanese government.

Citic is the most aggressive of the many Peking-based companies in Hong Kong, and since the start of the year has boosted its presence in the local property market, taking equity stakes in several residential developments.

Citic is a big investor in Hong Kong infrastructure projects, and has equity stakes in the second cross-harbour tunnel of the Japanese economy, already back in Peking. For manufacturers the proportion is lower — at 20 per cent.

The result is that even though Japanese trade and investment will probably be curtailed, Japan is likely to keep its place as Peking's second-largest trade partner, after Hong Kong. As for investment, it may even advance from third to second place, overtaking the US. These economic links seem certain to ensure that despite the suspension of work on the economic aid package, Japan's interest in keeping close to China will survive the crisis.

So although Japan has edged towards the Western position on China in the last few days, the legacy of past contacts and the potential of present links will keep it stretched uncomfortably in trying to placate both sides.

## African leaders meet to discuss Angola peace plan

A MEETING in Zaire today of more than a dozen African heads of state looks set to launch a peace plan for Angola that will reconcile the left-wing government and the rebel movement Unita, diplomats in Luanda said. Reuters reports.

The Western diplomats said President Mobutu Sese Seko of Zaire had been the driving force in arranging the peace conference at his jungle palace at Gbadolite in northern Zaire.

Unita (the National Union for the Total Independence of Angola), the US-backed rebel movement which has fought to topple the left-wing government since Angola's independence from Portugal in 1975, said it was also sending a delegation.

The diplomats said the peace initiative appeared to have two main ingredients:

• A plan for Mr Jonas Savimbi, Unita's charismatic but controversial leader, to remain outside Angola for up to two years while the two sides implement a peace plan.

• A process of integration of members of Unita into the political system which will maintain the existing constitution and the one-party rule of

the Popular Movement for the Liberation of Angola (MPLA). The heads of state of Angola, Zaire, Zambia, Zimbabwe, Congo, Gabon and Mozambique, who attended a peace conference in Luanda last month, are all expected in Gbadolite. They are likely to be joined by leaders from other black African nations, such as Ivory Coast, Mali, Niger, Nigeria, Togo and Botswana.

Diplomats noted that both the Angolan Government and Unita appeared to have softened their positions.

The Popular Movement for the Liberation of Angola (MPLA).

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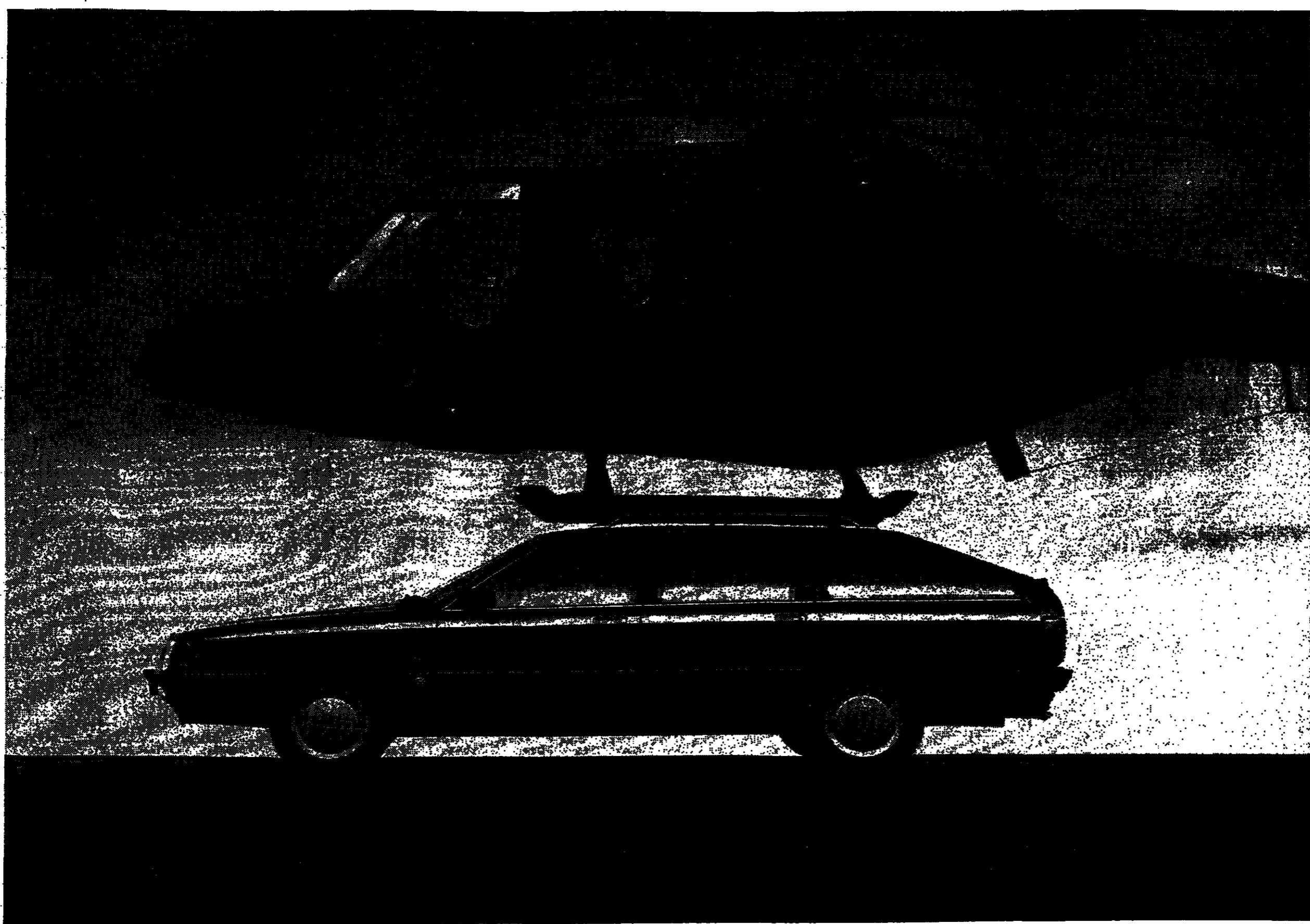
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## Yuppies supplant maharajas at Mussoorie hill station

Memories of the raj are fading as the middle classes drive into town in their Marutis, David Housego reports



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## HONG KONG: CITIZENSHIP AND EMIGRATION

Financial Times writers examine Hong Kong people's search for alternative passports and havens

# The urge for insurance against the worst

**香  
港**  
The events of Tiananmen Square and the subsequent purges have sharpened fears in Hong Kong of what will happen when the colony reverts to Chinese control. Very few local people actually want to leave Hong Kong and live abroad, but a vast majority of the population does want insurance – ideally British passports which would enable them to continue living in Hong Kong.

Hong Kong's elite Chinese population will have no problems when the colony reverts to Chinese sovereignty in 1997. The tycoons with large foreign investments can quickly obtain rights of abode abroad – in Britain or elsewhere – if China upsets Hong Kong's stability. The few thousand top public servants with senior or sensitive jobs have been secretly issued with personal code numbers giving them instant citizenship and domicile in the UK if a crisis strikes. Meanwhile, those involved have signed an official document saying they will continue to work in Hong Kong until 1997 or to retirement.

But it is not so easy for the vast mass of the 5.7m population. With an average annual income per capita of \$3,600 (£1,233), the second highest in Asia after Japan, most people in the colony are rich enough to buy themselves an air ticket to Europe or the US. That sort of wealth, however, does not buy the passports and right of abode abroad which a rapidly increasing number of Hong Kong people believe they need.

British legislation since 1982 limits the right of abode in the UK. There are 3.34m Hong Kong Chinese who are British subjects because they were born in Hong Kong or are naturalised. They are eligible for British Dependent Territories Citizens (BDTC) passports – although only 1m of these have been issued. These are being turned, with China's agreement, into British National Overseas (BNO) travel documents in readiness for 1997.

Another 2.32m are immigrants from China who have not applied for naturalisation and have a Document of Identity for their first seven years in Hong Kong, after which they have a right of abode in the colony and qualify for a Certificate of Identity. In addition,

there are about 11,500 Indians, Pakistanis, Eurasians and Portuguese who have similar BDTC/BNO passports to the 3.34m Chinese.

Those eligible for BDTC/BNO passports and Documents of Identity have no right of abode in the UK. They also require visas for far more countries than those with full British passports.

The Chinese might find it more difficult to leave Hong Kong after 1997 and will not have the right to British consular protection because Chinese law says they are ethnic Chinese nationals. The Indians, Pakistanis and Eurasians do not qualify for any nationality, but their BNO passport give them rights of abode in Hong Kong and British consular protection.

#### HONG KONG'S PEOPLE

Chinese (Eligible for British Dependent Territories' Citizens' passports) 3.34m  
Chinese (Hong Kong Document of Identity holders) 2.32m  
Indians and Pakistanis (Some BDTC and some Indian and Chinese citizens)  
17,000-20,000  
Greeks – white expatriates, mostly from US, UK, Canada, Australia  
approx 60,000  
Other expatriates: Thai 12,000  
Malays 11,000  
Japanese 11,000  
Portuguese 4,000  
Philippines 5,000  
Total population: 5.75m  
Total: Vietnamese boat people 45,000-50,000

A few weeks ago, during a visit by the British Foreign Affairs Committee, the Hong Kong Government proposed that the right of abode should be given to the group of Indians, to civil servants, and to about 20 Hong Kong Chinese war widows. It also said that the time students spent studying in the US should count towards the residence qualifying period for passports.

That was widely criticised as divisive and Hong Kong is now being put under pressure on the UK to give a right of abode to all the 3.34m eligible for BDTC/BNO passports, plus the Indians. It also wants the UK to encourage Commonwealth and other foreign countries to look after the 2.32m Hong Kong Chinese with Documents and Certificates of Identity.

If this does not happen there is likely to be a sharp increase in the brain drain. This has been taking about 45,000 people out of Hong Kong every year

– the favourite destination being Canada, followed by Australia and the US.

In the past few weeks the numbers of people inquiring about emigration has rocketed. The Australian consulate sold a record 1,700 information packages on one day last week, compared with an average of 100 a day a month ago, while the Canadian commission is believed to have handed out over 6,000 preliminary assessment forms on one day.

Every employer has a story to tell about a sudden hardening of view among employees who have been putting off emigration decisions. Dame Lydia Dunn, a director of the Swire group, says that all its senior managers in their 30s and 40s would now look out application forms for Canada immediately after the Tiananmen Square massacre.

It will take some time for this rush to show up in the Hong Kong figures because it can often take two to three years from the time a person starts preliminary inquiries till the day of departure. The impact will also be limited by the admission quotas for different occupations in countries like Australia and Canada, and by these countries' abilities quickly to process applications.

Another factor will be how many second-line countries such as New Zealand, Jamaica and even Belize become popular destinations.

The Government is sticking to its earlier estimate that the 45,000 figure will drop to around 42,000 this year because of the time it takes for people to organise their departure. It then believes that instead of stabilising next year around 42,000-43,000, the total could rise to 50,000. Other experts put next year's figure at 60,000, possibly rising higher later.

Large numbers might also attempt to live abroad illegally from the mid-1990s when people realise they will not be able to go legally before 1997. All this could do immense harm to Hong Kong's confidence and to the operations of its companies, which are having to import foreigners from the US, Europe, and South East Asia to fill vacancies. The impact would however be somewhat offset by an expected decline in economic activity following the China crisis.

However, not everyone

wants to leave (and many would never get to the front of the queueing countries' long queues). In some cases husbands take their wife and children to Canada, leave them there and return to work in Hong Kong for part of the year. In Cantonese, such men are called "astronauts", and the family strains and infidelities that result from these prolonged separations are the subject of literally scores of locally-made films. A certain number return permanently, having obtained passports, but there is no reliable estimate of how many.

Most people do not want to go to the UK, they want a UK passport to give them consular protection and to have a place to escape from Hong Kong to a place where they can make fresh plans. They do not see the UK as a home for entrepreneurs and have far more affinity with other countries, especially Canada and the US.

The government estimates that the UK received only 9,257 (or 4.7 per cent) of the 197,897 Hong Kong people emigrating between 1981 and 1985. This was largely caused by the UK's immigration policies, but it shows that the Hong Kong Chinese have been building links elsewhere which would pull future migrants.

The people who are thinking of going vary from senior executives and professionals people to secretaries and manual workers. But most of Hong Kong's modern population is very different from the farmers who sold their land for housing developments and moved to the UK to open Chinese take-away restaurants in earlier immigration waves. They are better educated and more business-oriented.

Hong Kong has become more middle class as it has moved away from manufacturing towards the service sector. Some 550,000 of the 2.8m labour force works in wholesale, retail and export-import trades, 240,000 in finance and business services, and 200,000 in restaurants and hotels, compared with 850,000 in manufacturing. Income is boosted by a lot of people at the bottom of the employment ladder having two or three jobs, investing and taking risks on the property and stock markets, and saving.

John Elliott

## Issues for the UK

**香  
港**  
At the rate of three jumbo jet loads of people a day, said Mr Alan Lee of the Hong Kong legislative council this week, it would take eight years for everyone in the colony to emigrate to Britain.

Mr Lee was using this graphic illustration to hammer home the point that Hong Kong is not full of people bursting with the desire to be allowed into Britain, and that any UK fears of mass immigration from the colony are exaggerated. Current demands for full British passports and the right of abode in Europe for more than 3.2m residents of Hong Kong who are entitled to British Dependent Territories Overseas passports should, on the basis of this argument, be seen as an insurance policy rather than a travel plan.

The most dramatic alternative to either maintaining existing immigration controls or allowing people from Hong Kong to enter Europe in an unplanned way has come from the Adam Smith Institute, a free-market think tank.

passenger being allowed to come to Britain.

Such a policy excludes using the time remaining until 1997 for phased resettlement. So a future reversal of policy – caused perhaps by a new crisis at the time of the expiry of the Hong Kong lease – would leave Britain and its Commonwealth partners unprepared.

Even though the newcomers might eventually make an enduring economic and social contribution to Europe, their unplanned arrival would inevitably generate great pressures on housing and employment and on education, health and other services. This realisation is high among factors generating considerable political agreement that there can be no open-ended promises to Hong Kong on the right of passport holders to settle in Britain, and hence elsewhere in the EC.

The most dramatic alternative to either maintaining existing immigration controls or allowing people from Hong Kong to enter Europe in an unplanned way has come from the Adam Smith Institute, a free-market think tank.

**A crisis at the time of the expiry of the lease might catch Britain and its partners unprepared**

The institute this week proposed the establishment of a new Hong Kong on the most suitable 150-200 sq mile site that might be found. While Douglas Mason, author of the institute's report, accepts that sparsely populated parts of northern Australia, western Mexico or west Africa have their attractions, he recognises that there is doubt whether other countries would be willing to help solve a British problem.

In any case, he says, the people of Hong Kong look to Britain to provide an alternative to Chinese rule, and there are powerful reasons why the new colony should be situated in Britain.

Scots, notes Mason, were to the fore in developing Hong Kong and still play a prominent part in many of its major businesses. Scotland, with a superior record of racial harmony and its extensive, sparsely populated Atlantic seaboard, could easily provide a suitable home for those seeking refuge from the uncertain

ties of life under Communist rule. "Indeed, amongst the miles upon miles of rugged coastline the size of Hong Kong would scarcely be noticed."

Critics of the idea say that – quite apart from the practicalities – Hong Kong's success depends upon its geographical location. But Mason is enthusiastic.

If around 1m people from Hong Kong decided to settle in the new Scottish colony, this would require some 300,000 residential, commercial and retail developments. Although creating such a community between now and 1997 might seem daunting, Mason points out that it compares with Hong Kong's own record of building 60,000 houses a year. He believes more than half the housing finance would come from individual families, while the project would offer major economic opportunities for Britain.

In the absence of such a dramatic solution, families from Hong Kong admitted to Britain as a result of a change of policy would risk finding themselves, in spite of their failed enterprise and economic success, facing the same sad plight as previous refugees.

Estimates suggest that between 50 and 80 per cent of refugees who have arrived in Britain during the past 10 years are unemployed, while many others are employed below their abilities because of problems over international recognition of professional and other qualifications. Consequently lack of adequate income leads to many refugees living in severely sub-standard housing. There is evidence of widespread social problems, particularly among older people.

The British Refugee Council, which co-ordinates the work of many charities and other organisations, has been trying in recent years to encourage the Government to adopt a more positive and measurable settlement plan for refugees, covering areas like accommodation, training and employment opportunities.

Progress is proving slow, even though the number of asylum seekers to Britain is tiny by European standards – around 4,000 a year. The arrival of even a small number of Mr Lee's jumbo jets from Hong Kong would call for a more dynamic approach.

Alan Pike

Peking's crack-down on the pro-democracy movement in China may generate another wave of attempted immigration into Hong Kong itself.

Until 1989, when the Hong Kong Government tightened border controls, there were successive tides of immigrants from Guangdong province.

Newcomers now would mostly be economic refugees. Even before the demonstrations, power and raw material shortages in China led to the closure of factories. Guangdong is particularly dependent on inland China for coal and other supplies.

Hong Kong projects in Guangdong employ up to 2m workers in hotels, other service industries and small manufacturing. Hong Kong investors seem unlikely to pull out just because they are repelled by Peking's brutality, but they may be worried about the future performance of their projects under a changed Chinese regime.

Withdrawal of investment would mean cuts in the workforce. Will the new Guangdong unemployed try to make for Hong Kong? Some might. But it is not easy to get there. For years China has co-operated with Hong Kong in keeping illegal immigrants out. Hong Kong is cut off by the Special Economic Zone (SEZ) of Shenzhen which has a fence blocking off the rest of China. Working in the SEZ is a special privilege and if they manage to get inside, fugitives still have to get through the British fence which is wired to alert the Gurkhas soldiers patrolling the borders as soon as a touch is registered.

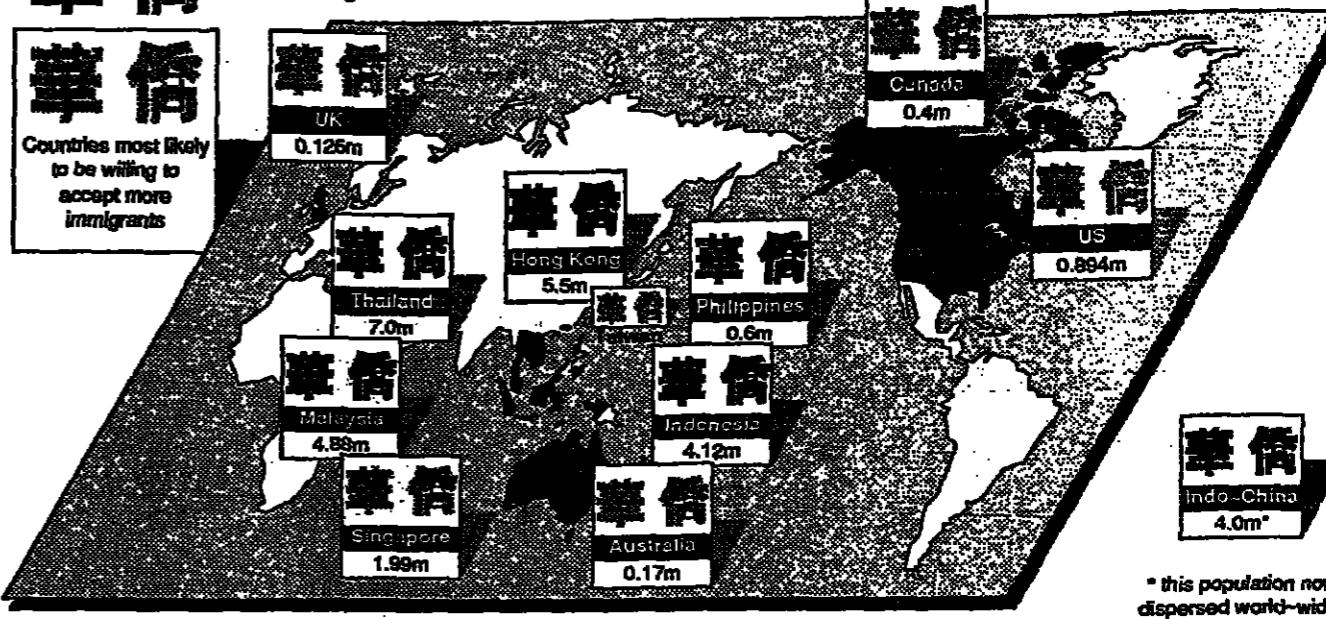
Anyone coming by sea from further up the Chinese coast would almost certainly be caught by Hong Kong's marine police.

Around 100-150 people try to cross the land border each day, and are rounded up and sent back by the British. Many try twice, three or four a dozen times.

Since 1980, however, it has been increasingly difficult for illegal immigrants to find work. Employers face heavy fines, and a possible jail sentence, if they take on workers without Hong Kong Identity card cards.

Colina MacDougall

## 華僑 Overseas Chinese population



These figures are estimates, many based on national census data gathered over the last decade

## The Huaqiao contribution

**香  
港** "When you talk about the overseas Chinese, you talk about the miserable history of China," commented Professor Zhu Jiejin, head of the Institute of Overseas Chinese Studies at Canton's Jinan University.

Over a century and a half, about 80m of them have fled persecution (as fresh thousands may be doing at this very moment), civil war, overcrowding and endemic poverty.

Wherever they have settled, they seem to have prospered, even though they have often been persecuted as pariahs in their adopted homes.

The community is almost four times the size of the Jewish diaspora. Around the Pacific, the "Huaqiao" (as the overseas Chinese call themselves) play a central role in international trade and investment. They are among the most highly educated in any community where they have settled, and play a prominent role in the corporate life of communities as far flung as Jakarta, Mauritius, Vancouver, or California's Silicon Valley.

Contrary to the impression of most western observers, they are not a homogenous body of people. They left China at different times, for different reasons, from different regions.

Commuters from around the Pearl River delta near Hong Kong went to Macau, San Francisco and Vancouver in search of gold 100 years ago. Hokkien-speaking communities from Fujian province went to Singapore, Malaysia and Indonesia a little later as plantation workers. Chin Chows from the far north-east of Guangdong tended to settle together in Thailand, Vietnam and Kampuchea.

As the British Government tussles with the dilemma of whether or not to offer sanctuary to Hong Kong's shell-shocked Chinese population, these Huaqiao communities – particularly in North America and Melbourne – can provide important insights into the impact a significant influx would have on the UK. Will immigrants steal jobs? Or drain resources from the welfare services? Or crowd schools? Or aggravate communal conflicts or criminal activity?

The first common complaint about the Huaqiao is that they don't mix. Colourful, bumbling Chinatowns are ubiquitous features of many large cities across the world, and stand as monuments to the continuing vibrancy of Chinese culture – something would say to its insularity and pride.

In Vancouver, the existence of a large immigrant community, swollen by new arrivals from Hong Kong averaging almost 5,000 a year, provides a valuable glimpse into the problems that could be generated for cities like London or Manchester if a major migration into the UK were to take place.

All factual evidence has tended to explode myths of immigrant blight. Professor Don DeVore, an

Vancouver out of deep recession that dogged it through the early 1980s.

• Immigrants – and not just Chinese – are significantly better educated than native Vancouverites.

Since 1971 about 28 per cent of all immigrants had received two or more years of post-secondary education – most of it provided in their country of origin – compared with 17 per cent for the resident-born population. Prof DeVore estimates that Canada saved C\$ 4.5bn by not having to train these immigrants.

• The average net worth of an immigrant family is C\$ 150,000 in 1980 dollars, compared with C\$ 150,000 among native-born families.

Even recent flare-ups in Vancouver blaming rich Hong Kong immigrants for fuelling a steep increase in house prices appear ill-founded. The primary impetus has come from migration by Canadians from neighbouring Ontario, according to Vancouver municipal officials.

Mayor Gordon Campbell blames problems on superficial sensational media attention and on prejudice fuelled by anecdotal information. He concedes that tensions have arisen as a result of the recent high rate of immigration (three times as many immigrants arrived from Hong Kong in 1988 as arrived in 1987). "When you have that kind of jump," he says, "you are bound to have some discomfort. Tensions are serious, because people tend to pick out one group at the expense of others."

His researches have thrown up startling findings.

• There is no period since 1971 in which immigrants have not contributed more in taxes than they have used in services – even after extensive acculturation and language programmes are created. The average net contribution from immigrants is C\$ 1,100 (\$650) annually.

• Immigrants are a good investment, at least from the Federal and provincial treasuries' point of view," he notes.

• Immigrants have been major inward investors to Canada. In 1987 and 1988 funds invested from Asia (most from Hong Kong) to the Vancouver area amounted to almost C\$ 2.7m. There is clear evidence that this investment played a large part in lifting

David Dodwell

## Generosity tempered by caution

**香  
港** Any move abroad of large numbers of Hong Kong people would be the latest in a long history of world migrations, of which the most recent example is the exodus of hundreds of thousands of IndoChinese refugees.

The US, Canada and Australia, with small populations relative to their size, have traditionally been most willing to take in immigrants. Yet even these countries have restricted the totals they will accept and become more choosy about qualifications. Among Continental European countries, France has perhaps the longest, most pronounced tradition of IndoChinese refugees.

The present target range includes quotas for candidates for family reunification (57,000), selected workers and dependents (45,000-52,000) and refugees (33,000 to 36,000). The country has absorbed a large ethnic Chinese population over the past 25 years and is showing some willingness to help in the event of a Hong Kong crisis.

According to official figures, Canada has already accepted 120,000 IndoChinese refugees since 1979 and expects to resettle up to another 15,000 over the next three years.

• Australia. With a population of only 16m, Australia has long favoured opening its doors to immigrants with a contribution to make to its prosperity. The

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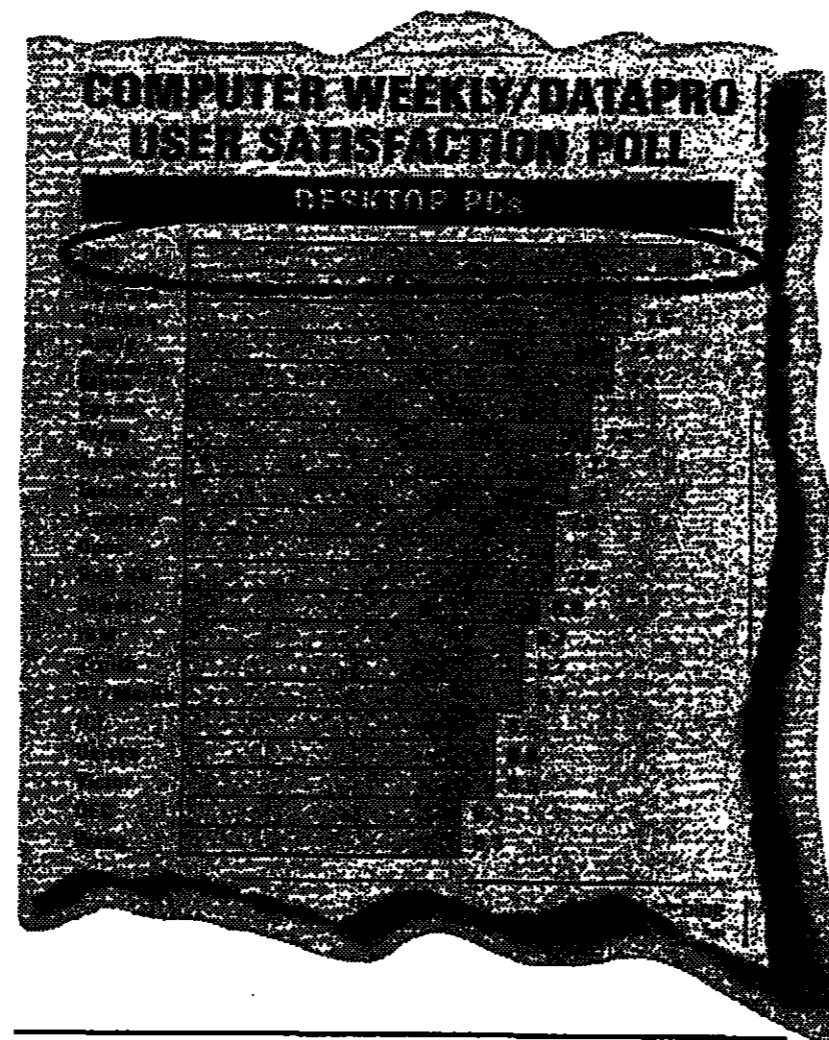
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## UK NEWS

## Bradford plans first inner-city 'magnet' schools

By David Thomas, Education Correspondent

BRADFORD is planning to become the first local council in Britain to introduce so-called "magnet" schools, pioneered in the US, and which seek to build reputations for educational excellence in run-down, inner-city areas.

Bradford's ruling Conservative group is preparing to put proposals to the council next month for the transformation of some of its 24 secondary schools into magnet schools, which concentrate on particular activities such as science or the performing arts.

The Conservative-controlled south London borough of Wandsworth last week announced plans for nine of its secondary schools to make the changeover, although it is unlikely to be implemented before September 1990.

Mr Mike Gamm, chairman of Bradford's education committee, said he hoped about six schools would become magnets in September 1990. Others might follow later.

"We will choose the schools on the basis of the expertise they already have and the enthusiasm they show for the project," Mr Gamm said.

By changing only some of its schools into magnets, Bradford is likely to foster competition among parents for places at the schools.

However, Mr Gamm emphasised that magnet schools

would be available to all sections of the population. "The schools will become elitist, but they will be elitist for all the people," he explained.

Mr Gamm added that Bradford's magnets would each concentrate on different areas such as maths, music, creative arts and languages. He also explained that initial funding to change the first tranche of schools could be found within the council's existing resources.

He pointed out that there would be no need for a magnet specialising in technology, because a City Technology College is due to open in Bradford in 1990.

This would be the first time that the education offered by a CTC would be diversified with that provided by local authority schools.

Considerable opposition might be revealed to Bradford's proposals during the consultation exercise it plans. Head teachers and chairmen of school governing bodies in Wandsworth are refusing to co-operate with the plans there.

Future developments in the finely balanced Bradford council might determine whether magnet schools ever take root there. At present, Bradford's Conservative group controls the council only through the casting vote of the mayor.

## Financial sector shuns 'inarticulate' scientists

By Peter Marsh

MUCH of Britain's financial sector lacks an understanding of technology and refrains from employing scientists because they are thought to be inarticulate and lacking in social skills, according to a report.

The study, by Scientific Resources, a recruitment group, will stimulate discussion about what is often said to be a gap in thinking between the investment community in the City and technology-based industry.

Many in the industrial camp frequently accuse the City of taking a short-term approach to investments and of failing to comprehend technological issues that may affect commercial developments over a long period.

The report says that many City organisations involved in high-tech investments "do not believe that understanding the technology itself is a major value," preferring to concentrate on management issues.

"Evidence of past management success is for them [City groups] an adequate testimonial for new technology," says the study. "When a strong management record is absent, investment advisers will rarely find it worthwhile to carry out due diligence on a company's technology, let alone invest in it."

Scientific Resources, which is a subsidiary of Cambridge-based Generics Holdings, a science and technology consultancy, based its report on interviews with 48 banks and other

financial groups in the City. The survey found, with some important exceptions, a general lack of regard for scientific skills in the personnel policies of the financial groups.

People with scientific backgrounds were often said to be "social weaknesses" in being unable to communicate with colleagues and to articulate their thoughts intelligibly.

The study found the disdain for scientific skills especially ingrained in equities research departments covering the electronics industry. People employed in the City to analyse the performance of pharmaceutical companies, in contrast, were expected generally to have a good knowledge of scientific and technical developments because of the special

importance of these aspects in new drug development.

One fund manager involved in personnel policy said that, in theory, employing scientists was a sound idea, but in practice it often failed to work effectively.

He added: "We want people who are clear and coherent under pressure, which scientists aren't."

Another person interviewed in the survey who is involved in staffing requirements for corporate finance said he was not against employing scientists but "we want them as smart people, not as scientists, and use them as generalists."

*How the City Appraises Technology Investments by Jonathan Moody. Scientific Resources, King's Court, Kirkwood Rd, Cambridge CB4 2PF.*

## Contractors will provide training for city projects

By Hazel Duffy

LEADING contractors in the British Urban Development consortium plan to train people to take jobs on inner city-type development projects.

The plan aims to provide a pool of skilled labour to be in place when the project starts. People in the areas where BUD companies operate will be given priority for training and jobs will be guaranteed at the end of the training period.

BUD was set up just over a year ago, with the support of Mrs Thatcher, the Prime Minister, who at the same time launched the Government's Action for Cities programme.

The scheme's purpose is to promote urban regeneration. For instance, it is working in Swansea with the local council on plans for a new village, to provide housing for young, science-based entrepreneurs.

BUD also has projects in the Midlands, Teesside, London and Rotherham.

Management of each scheme will be co-ordinated by the BUD manager, leading a particular project. A building will be acquired close to sites where training is conducted, and support will be provided by consortium members.

## Many graduates useless to large employers, says BP

By David Thomas

MANY NEW graduates are so lacking in basic skills, including those of literacy and numeracy, that they are useless to large employers, one of the country's biggest graduate recruiters said yesterday.

The gloomy message was given by Mr Clive King, BP's personnel director, at a conference on skills in the 1990s organised by the Council for National Academic Awards at Hatfield Polytechnic in Hertfordshire.

Many employers are expecting diffi-

culties in recruiting good graduates over the next few years because of the predicted decline in the number of young people. However, the implication of Mr King's speech is that industry may be facing an even more severe graduate recruitment shortfall than has been forecast.

BP believes there will be an increasing segmentation of the labour market into graduates with the right skills who will be in high demand and those who might still fail to find jobs.

There may still be a disturbing number of graduates whose job expectations are frustrated because of their lack of knowledge of what industry needs, Mr King said.

Mr King pointed out that 85 per cent of BP's annual intake of more than 400 graduates were scientists and engineers, while those disciplines were essential for only 65 per cent of its vacancies.

Arts and social science graduates were being rejected because they were

insufficiently numerate even for non-technical BP jobs.

BP was also worried about "how often new graduates are unable to communicate writing unambiguously, lucidly and, above all, concisely."

The company has to send many of its graduate recruits on report writing courses to remedy those deficiencies.

Many employers were also concerned about the lack of computer awareness and of simple interpersonal skills among many graduates, Mr King said.

## Bus industry 'faces reduced competition'

By Kevin Brown, Transport Correspondent

MOST MANAGERS of local bus companies believe the industry will be dominated by a few nationwide holding companies within five years, according to a survey published yesterday.

The survey, carried out by the Harris Research Centre for Peat Marwick McLintock, the accountancy firm, is further evidence that the Government's attempt to promote competition through privatisation and deregulation is likely to fail.

The bus industry outside London has been deregulated since October 1986 under legislation that allows anyone to operate a service after giving six weeks' notice to the Traffic Commissioners.

At the same time, the state-owned National Bus Company (NBC) was broken up into 70 operating subsidiaries and sold to private buyers many of which were consortia of managers and employees.

The Government hoped that entrepreneurs would take advantage of the liberalisation of the industry to set up services in competition with the formerly publicly owned companies.

However, few new companies have entered the market and there has been a steady move towards amalgamations of existing small operators.

In addition, Sir Gordon Borrie, the Director General of Fair Trading, has warned that operating agreements between privatised companies were anti-competitive.

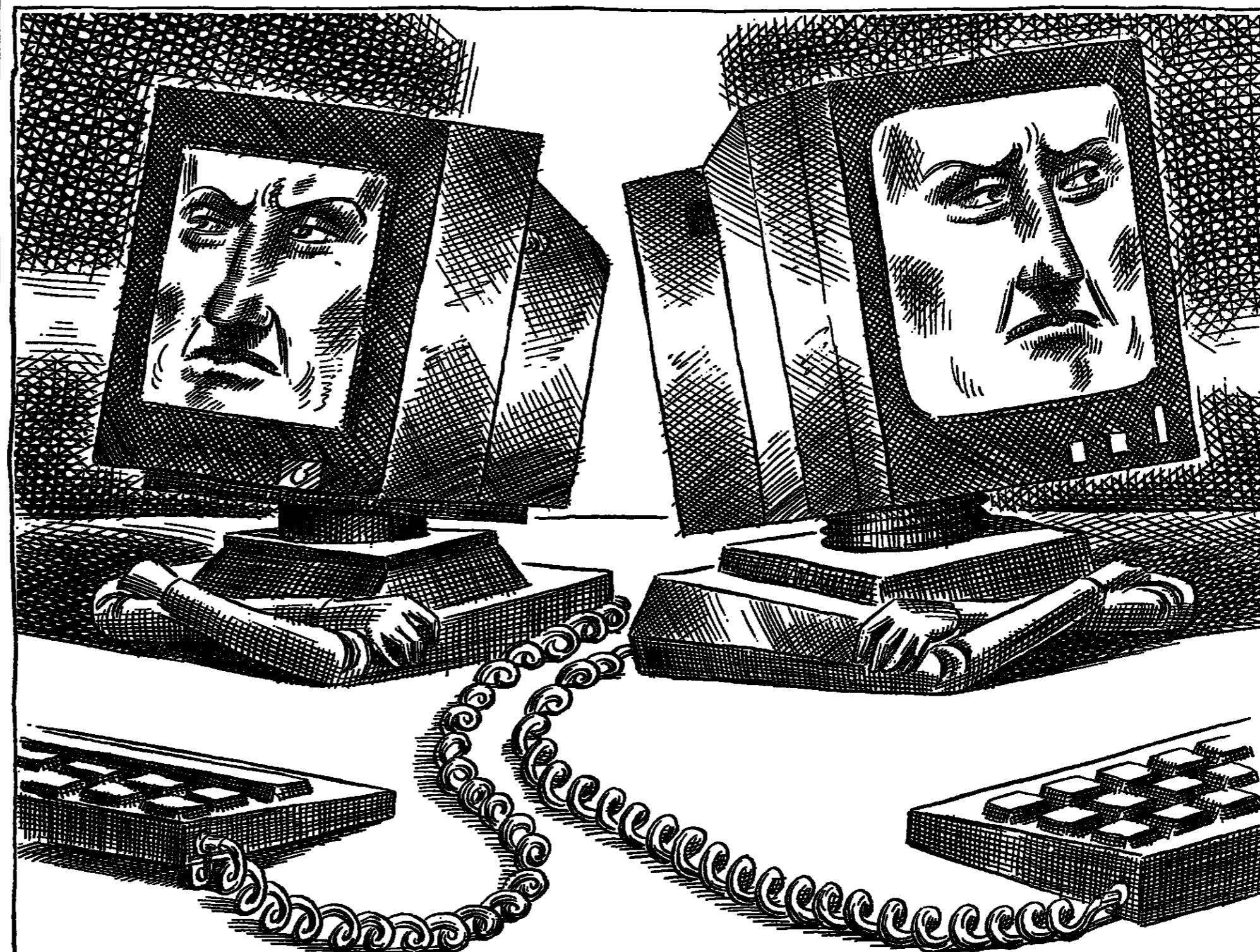
In his last report on the industry, Sir Gordon said 115 of 230 agreements submitted to him contained anti-competitive clauses involving price-setting or market-sharing. He warned 66 companies that they would be referred to the Restrictive Practices Court unless anti-

competitive elements of agreements were removed.

Harris interviewed 144 senior managers of former NBC companies, municipal companies, and subsidiaries of the Scottish Bus Group, which is to be privatised later this year.

According to the survey, 70 per cent of managers think the industry will become dominated by nationwide holding companies within five years, while 30 per cent think many existing companies will go bankrupt, and 65 per cent think many existing companies will be taken over.

However, 76 per cent think deregulation has made the industry more efficient, and 84 per cent think that operators give "no less consideration" to safety than before deregulation. The service in urban areas is described as better by 61 per cent, but 42 per cent think it is worse in rural areas.



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## BUSINESS LAW

## Employees sunk by a European lifebelt

By Mark Homan

In 1977 an EC Directive planted a time bomb in our employment legislation. When and how big a bang it will go off depends on the timing and depth of the next recession.

This Directive (77/182) provided that on the transfer of an "undertaking, business or part of a business" the transferor's obligations under contracts of employment, or an employment relationship existing at the date of the transfer, shall be transferred to the transferee. It was carried into UK law by the Transfer of Undertakings (Protection of Employment) Regulations 1981.

The recent House of Lords interpretation of the regulations in *Lister v North Dry Dock Engineering Company* will make business rescue by receivers more difficult and give rise to unnecessary job losses.

In cases where the purchaser, or who both vendor and purchaser are solvent, the effect of the regulations in the UK is not extensive. They establish a compensation process and can avoid some occasional adverse effects on employees' rights.

An important side effect of the regulations is to reduce the price at which the business is transferred if the purchaser, and not the vendor, has the obligation to meet the entitlement of redundant employees. Where the vendor is insolvent, however, and the sale of business by a receiver, the effect of the regulations is disturbing.

In many cases a business owned by an insolvent company can only be sold if there is a reduction in staffing. If liability to the redundant employees falls on the insolvent vendor, the employees' claims are met to a large extent by the state. Where claims exceed the limits of statutory protection they rank for

dividend in the insolvent company. The cost is shared between the state, the relevant employees, and other creditors who participate in a lower dividend.

If, however, liability falls on the purchaser, the sale may not take place at all. If it does, it will be at a reduced price. The *Lister* decision puts the liability on the purchaser.

At first, it was doubtful whether the regulation would automatically transfer to the purchaser those employees made redundant prior to the transfer of the business. After some inconsistent decisions in employment tribunals, it was accepted that the regulations only applied to employees actually employed at the moment of transfer of the business.

The practice evolved of employees being dismissed prior to the transfer and the purchaser re-engaging them as needed. The decision in *Secretary of State for Employment v Spanish* was taken as supporting the view that automatic transfer could be avoided.

*Lister* changes this by deciding that where the principal reason for the dismissal is an impending business transfer, the obligations of the employer to the employees dismissed will also be transferred.

For the application of this to insolvency, consider an example. A long-established business with 600 employees is placed in receivership. The receiver dismisses 100 employees early on and works fast to find a purchaser. The purchaser will take time to formulate his offer as, in view of the *Lister* judgment, he needs to research his potential liability to the employees, including those recently dismissed.

The business is worth £m to the purchaser. But he expects to have continuing work for only 300 of the remaining 500 employees. Because of the

automatic transfer, he will be liable for the claims of 200 at, say, £4,000 each, a total of £800,000. He also has some risk of possible claims from the 100 dismissed earlier and for the back-service entitlement of the 300 he engages, which will become payable if he cannot restore the fortunes of the business and later has to make them redundant as well. Allowing for these risks, he offers £2.75m.

Meanwhile the receiver is advised that the assets will fetch £3.25m at auction. His duty is to the debenture holder and the general body of creditors, not the employees (and if this were not so, it would be hard to raise credit in labour intensive companies). He must reject the offer and shut the business. The 300 employees for whom there was work will lose their jobs unnecessarily. The remainder will lose the chance of being re-engaged when the business has recovered.

And if the sale went ahead?

The effect of *Lister* would be to promote the claims of the 500 transferred employees. These claims follow the business and are met in full by the purchaser, to the detriment of other creditors.

It may be presumptions for a non-lawyer to ask whether their Lordships' judgment was correct. It is clear that their Lordships sought to implement what they saw as the purpose of the Directive. It is understandable that they saw the issue of dismissal notices an hour prior to the transfer as a device. But were they right to assume it was intended to apply to an insolvent employer?

While a receivership is not normally conducted under court supervision, its practical effect is almost invariably a

sale of the assets and undertaking, as in *Abels*, and not a settlement with creditors.

Receivership is largely unknown in the rest of the EC and was not considered in that case. Had the court been considering a receivership and given a proper understanding of the receivership process, it might well have given effect to the Directive's purpose by excluding receivership from its terms.

Is there any way around the *Lister* judgment? The *Abels* decision supported the view that it is for national courts to decide whether a company is insolvent in accordance with national law. This guidance may provide sufficient scope for further regulations to take receivership and certain other procedures out of the scope of the regulations.

It is to this solution that the Department of Employment urgently needs to direct its attention, failing which, an amendment to the Directive needs to be fought for in Brussels.

The application of the regulations to insolvency following *Lister* is bad for employees and bad for business. Employees are protected under the 1976 Employment Protection (Consolidation) Act. To have an extra lifebelt so cumbersome is a waste of resources.

However, the *Abels* judgment did make it clear that not all procedures involving a suspension of payments fall outside the scope of the Directive. Procedures designed to reach a settlement with creditors are subject to the Directive and a further criterion for deciding whether the Directive applies is the extent to which the procedure is subject to judicial control.

While a receivership is not normally conducted under court supervision, its practical effect is almost invariably a

Illustration: H. Beckman

Jeff not in



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## INTERNATIONAL APPOINTMENTS

## APPLE COMPUTER EUROPE

We are continuing to grow our organisation in Europe to meet the changing needs of our business, and we are setting up the structure that will allow us to go into the 1990's well equipped to continue our outstanding success to date.

We are recruiting in our European Headquarters, located in PARIS, for the following positions, both reporting to the European Tax Manager:

## Manager of Tax Research and Planning - Europe

The person appointed will be responsible for developing and implementing the tax strategies required by rapid developments in our business and tax environment in Europe. Will identify tax planning opportunities and make appropriate proposals. Will analyse the tax implications of business investment decisions (a wide range of pan-European projects), advise European Management and the subsidiaries on the optimal structure, and coordinate implementation. Will be involved in negotiations with tax authorities, and assist the subsidiaries upon tax audits.

The job will be performed in close coordination with the US tax department of Apple, more specifically regarding the coordination of US tax projects, and the analysis of the US tax implications of European tax strategies. There will also be a strong interaction with European and local finance management, and outside professional tax advisors.

Candidates should have a good academic background, and several years broad range experience in corporate tax compliance and planning with international exposure. They should either be graduate Chartered Accountants who have moved into tax with a major accountancy firm, or they may already be in a Tax Specialist role in an international group. A sound financial background is required.

Ref. MTRP

The person appointed will be responsible for monitoring all tax compliance and planning issues in our European subsidiaries. In close coordination with the finance managers and professional tax advisors in each country, will coordinate and assist on all tax compliance issues, ensuring that local and US requirements (tax and statutory) are adhered to, consistently with our Corporate structure. Will develop and implement tax policies and procedures.

Will provide assistance to the local finance managers in identifying developments in local tax regulations, and taking optimal advantage of local tax opportunities.

We also be in charge of supervising the tax aspects of employee benefits in Europe (compliance, planning) including coordination of the expatriates programs.

Candidates should have an accountant qualification, and have a minimum of 5 years experience, starting in auditing and moving into tax consulting with large client corporate tax experience in a major accountancy firm. Some experience in international taxation would be a plus. A strong background in accounting is required.

Ref. TC



## Financial Director

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Whitley Willows Mill Ltd, based in Huddersfield, manufactures high quality specialist textile products for UK and overseas markets. The company is an important subsidiary of Readicut International plc and turnover is currently £13m.

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Please apply in writing to D G Palfrey Esq, Financial Director, Readicut International plc, Clifton Mills, Brighouse, West Yorkshire HD6 4BT.

information to tight deadlines and the further significant development of computer based systems.

Candidates, aged 30-40, must be qualified accountants with a successful track record in a manufacturing environment and experience of computerised information systems.

Strong communication skills are required together with the ability to deal with management at all levels. The position offers an attractive salary and benefits package and relocation expenses where appropriate.

## COMPANY NOTICES

## NOTICE TO THE HOLDERS OF THE ASHIKAGA BANK, LTD.

24 per cent. Convertible Bonds due 2002

A. Pursuant to Clause 6 (E) (ii) of the Trust Deed dated 31st March, 1987, (the "Trust Deed") relating to the above captioned bonds (the "Bonds"), notice is hereby given as follows:

On 22nd June, 1989 The Ashikaga Bank, Ltd. (the "Bank") issued, in accordance with the resolution of its Board of Directors adopted at a meeting held on 26th May, 1989, 80,000,000 new shares of its common stock by way of public offering in Japan at the price of Yen 1,043 per share. Consequently, the Conversion Price (as defined in the Trust Deed) with respect to the Bonds has been adjusted in the manner as set forth below, pursuant to Condition 4 (C) of the Bonds.

Conversion Price before adjustment

Yen 921.00

Conversion Price after adjustment

Yen 1,043.00

Effective date of adjustment

22nd June, 1989, Tokyo time

B. Pursuant to Clauses 6 (B) and (C) of the Trust Deed, notice is further given as follows:

At the above mentioned meeting of the Bank's Board of Directors, it was determined that the Bank issue new shares of its common stock ("Shares") to its shareholders of record as of 30th September, 1989 by way of a free distribution of Shares at a ratio of 0.05 Shares for each Share held.

Consequently, the Conversion Price of the Bonds will be adjusted to the manner as set forth below pursuant to Condition 4 (C) of the Bonds.

Conversion Price before adjustment

Yen 918.60

Conversion Price after adjustment

Yen 974.90

Effective date of adjustment

1st October, 1989, Tokyo time

The Ashikaga Bank, Ltd.

By: The Mitsubishi Bank, Limited

as Principal Paying Agent

Dated: 22nd June, 1989

## NOTICE TO THE HOLDERS OF EUROPEAN DEPOSITORY RECEIPTS (EDRs) IN PIONEER ELECTRONIC CORPORATION

We are pleased to announce that copies of the Convocation Notice of the 43rd Ordinary General Meeting of Shareholders of Common Stock of the Company to be held on 28th June, 1989, are now available to EDR Holders upon application to The Bank of Tokyo, Ltd., 2024 Moorgate, London EC2R 6DH, and the Agent, The Bank of Tokyo (Luxembourg) S.A., Residence St. Esprit, 1-3 Rue du St. Esprit, 1475, Luxembourg.

Bank of Tokyo  
International Limited  
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22nd June, 1989

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\$A100,000.000

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In every language and in every corner of the globe our staff are dedicated to the global standard of excellence in service and customer satisfaction. It is the distinctive entrepreneurial quality of DHL people which sets the standards all companies try to

achieve. To work for DHL means you are part of an international team of professionals. As a member of our more than 20,000 employees, our company culture provides an environment that rewards achievement, enthusiasm, and team spirit, and offers each person in DHL superior opportunities for personal growth and development.

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DHL WORLDWIDE NETWORK N.V. has responsibility (inter alia) for providing all Financial and Legal Services to DHL Group Companies worldwide. We have an ideal opportunity for a strong finance professional to assist our Chief Executive - Africa, UK, Europe in analysing financial, operating and competitive information as an aid to ensuring the Group meets its financial objectives. The successful candidate will also work with a small team that reviews and assesses mergers &amp; acquisition prospects and assist in subsequent integration.

This is a challenging position which requires a thorough knowledge of financial modelling and analysis. Solid credentials and sound analytical skills complementing an imaginative and flexible approach to problem solving are a must.

Professional credentials, MIS background and MBA are desirable.

Applicants will currently reside in or be prepared to relocate to Brussels. First language will be English, good working knowledge of at least one other major European language will be an advantage.

In keeping with our staff profile the successful candidate will be enthusiastic, flexible, available for some international travel and able to work independently as part of a global team. We offer an attractive salary and competitive benefit programme in a pleasant working environment.

If you wish to be considered for this newly created opportunity, please submit your c.v. and accompanying letter written in English to:

Robert KUIPERS, DHL Worldwide Network, s.a.-n.v., rue du Noyer 211, B-1040 Brussels.

Applications will be accepted until 1 July, 1989. NO PHONE CALLS PLEASE.



## MANAGEMENT: Marketing and Advertising

## Varta batteries

## Power to the green movement

John Hunt explains how the company grasped an environmentally golden opportunity

The famous speech by Mrs Thatcher last September in which she announced her conversion to the cause of the environment acted like a starting pistol for commerce and industry in the UK. The race to produce environmentally friendly products was on and companies have vied with each other to convince the consumer that they are the greenest of the green.

In competitions of this kind the prize is often carried off by the small, lean organisation which is quick to react to the changing climate of opinion. This has been the case with Varta Ltd, the small British subsidiary of the giant West German battery manufacturer.

The UK company, which has only 300 employees, has used a skilful combination of marketing, advertising and public relations to establish a green image in the short space of nine months.

The British market for batteries is some 400 units a year, worth £250m. In April 1988 Varta had a 9.6 per cent share of batteries sold through grocery outlets, including supermarkets. But by playing the green card it had by April this year increased its share to 13.5 per cent.

The German parent is the biggest battery manufacturer in Europe and operates in a

country which has the strongest green movement on the Continent. In July last year it launched a mercury-free battery in Germany, Sweden and Norway. There is worry over the disposal of old batteries containing mercury which can be toxic in large doses. In Britain alone last year 48 tons of mercury from batteries was dumped.

But at that stage the scheme was not extended to Britain where the environment had not yet taken off as a major issue.

"We judged there was no demand in the UK at that time," says Chris Ash, marketing director of Varta Ltd. "It would not have worked. It would not have meant anything to the consumer."

But throughout last summer Ash watched the steady build-up of environmental issues in the media culminating in the Thatcher speech. He and John Dickinson, his managing director, decided that the time had come to act, particularly as they had the mercury-free product ready to hand.

This coincided with a prominent article on green consumerism in the Today newspaper in which Varta was mentioned several times. When Ash read it on the morning of publication he immediately contacted

Varta's advertising agency Madell, Wilmot Pringle. By 2 pm they had come up with an advertising concept and by 5 pm copy for a full-page advertisement was delivered to Today with the slogan "Like Today, we care about tomorrow."

From then on the campaign snowballed. The British company was given a free hand from the German headquarters in Hanover to seize the green opportunities in the UK. Working with its sales promotion agency, Teamwork Marketing of York, and public relations consultancy, Sara Pearson Associates of London, it initiated a widely publicised direct mail campaign.

This consisted of a green box containing a copy of the paperback Green Consumer Guide and a package of Varta "green mercury-free batteries" that "don't cost the Earth". Five hundred of these went out on a list which included the Queen, Mrs Thatcher and other business leaders like Bob Geldof and Joanne Lupton. A wide spread of retailers also received them.

The whole campaign was conceived and carried out within four weeks. As a result Safeway, Sainsbury, Tesco and the Scottish chain, William Low, started to stock the product. Ash finds that going green generates a good atmosphere in the company but stresses "I

Other developments followed swiftly. "We did not have time for market research," recalls Ash. "We had to make our own decisions fast."

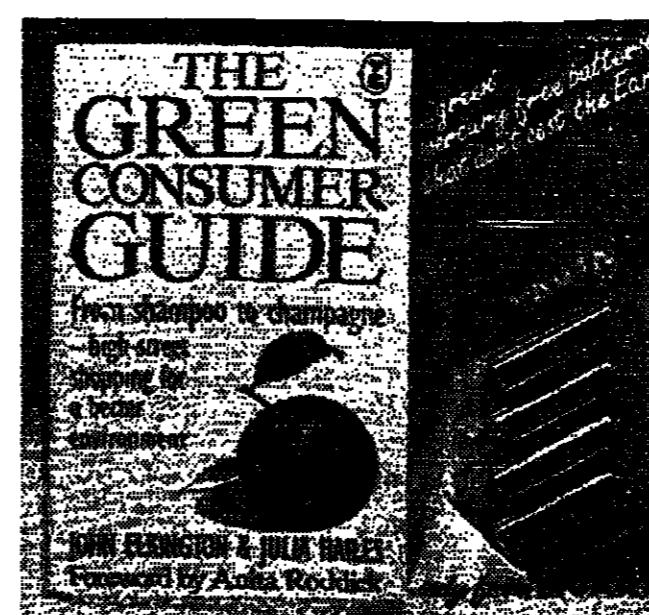
On Wales's St David's Day, March 1, a cadmium-free battery was launched. Packages containing the new product, together with two fresh leeks (the Welsh national emblem), were distributed by courier. Cadmium, like mercury, can cause health dangers when dumped in bulk.

There have been variations on a marketing theme with packets of seeds enclosed with batteries and an "environment friendlier" package on recycled card with a free phial of fragrance oil to put on dried flowers.

The company is now conducting a campaign targeted at women, who are believed to buy the majority of household batteries of the type used in torches.

Full page advertisements appearing in magazines feature a whilst baby and suggest the mother's responsibility for making the world safe for their children. This is backed up by a campaign to retailers with a box containing a tiny bee, "one small reason for stocking Varta".

Ash finds that going green generates a good atmosphere within the



Varta devised a special pack as part of its rapidly devised programme to promote its green batteries

company. Its cars have gone over to lead-free petrol, recycled paper is used and the offices are no-smoking. The environmental dimension is taken into account when any decisions are discussed.

The impetus of the campaign has carried the company into a broader spectrum of environmental activities. It exhibited on the Green Kitchen stand at the Ideal Home Exhibition and sponsored the "Grocer Green Awards" given by the Grocer Magazine.

It is increasingly adopted a green philosophy within the

company. Its cars have gone over to lead-free petrol, recycled paper is used and the offices are no-smoking. The environmental dimension is taken into account when any decisions are discussed.

The success of the environmental campaign has been such that executives from the giant German parent have visited Britain to study the methods used.

At the moment Varta is looking ahead to a Christmas campaign but is keeping quiet about the form it will take. Are we perhaps going to see the greening of Father Christmas?

## A discipline worth 'wasting' money on

among the chief executives of the top 1,000 advertisers and analysed by BMM Research.

The respondents were drawn from almost every area of commerce, from publishing to property development. They spent an average of £104m on marketing last year, out of an average company turnover of £557m. Five respondents invested more than £5m in marketing in 1988, while three spent less than £500,000.

Unsurprisingly, advertising was the single biggest area of expenditure, claiming 41 per cent of the average respondent's budget. Sales promotion absorbed 18 per cent, direct and graphics 11 per cent, training 10 per cent, public relations 7 per cent and internal communications both claimed 3 per cent.

Almost all of the sample expect to raise their marketing expenditure over the next year. On average they anticipated an increase of just under 30 per cent.

The respondents rely on the services of several consultants for their marketing activities. Typically they use seven, although six split their budget between more than 20.

The UK Survey of Communications Spend 1988 is published by Rhine Communications at 14 Blacklands Terrace, London SW3 4OD.

Alice Rawsthorn

When Ruth Watson took over as co-owner with her husband of Hintlesham Hall, a luxury country house hotel and restaurant near Ipswich in Suffolk, from Robert Carrier in 1984 she was rather blasé about marketing.

Robert Carrier had given us such a high public relations profile as a restaurant that I felt we didn't need to do any other marketing for the Hall," she recalls.

But Watson eventually realised that there was a world of difference between simple publicity and actual marketing. "I now realise that there is a difference. PR is all about showing off, while marketing actually produces the customers."

Watson, with the aid of a marketing consultant, has now started implementing a marketing plan aimed at luring leisure and business travellers to her country house and restaurant.

The consultant suggested, for example, that the personal assis-

## Why a good name cannot be taken for granted

Ever increasing competition is making hotels of all types look for effective marketing concepts, reports David Churchill

tants or secretaries to the top 100 business executives in the Suffolk/Norfolk area are introduced to the hotel and restaurant since they often decide where their boss will entertain or hold a small conference.

Hintlesham is also building a golf course (opening in 1991) and has recently added popular pursuits such as clay pigeon shooting.

The lesson we have learnt is that you have to keep on working at your marketing all the time: for example, even many people in the local area still don't realise we are a hotel as well as a restaurant," she says. "And I think it takes four or five times as long as you plan to reach key targets."

Competition in the hotel market

— especially at the top-end — has never been fiercer. The slump in the US dollar last year, for example, drove many Americans down-market in their search for value holidays in Britain, and the dollar's appreciation in recent weeks may still not be enough to make them want to pay top hotel prices in European hotels.

Already many of the leading international hotel chains — such as the Inter-Continental in Park Lane — have announced summer price cuts in order to fill empty beds. Yet at the same time London and some other popular UK tourist destinations are facing a serious shortage of budget-priced beds.

Peter Bates, marketing director of the Savoy Group and formerly in a

similar post with the Mandarin Oriental Hotels Group, is in no doubt that hotel marketing has become more competitive in recent years. "Once hotel management really began to realise that every extra percentage increase in occupancy rates went straight through to the bottom line, so they started paying attention to marketing."

He also points out that the peaks and troughs of numbers of international travellers in recent years — caused by such factors as recession and fears of international terrorism — have forced hotels to use marketing techniques to attract new customers.

Traditionally they have eschewed big advertising budgets. Instead, the main development in marketing

techniques in recent years has been the spread of hotel marketing consortia. These offer individual hotels a joint marketing and promotional package which, it is claimed, offers the benefits of large-scale marketing without loss of independence.

Such consortia include Leading Hotels of the World, Pride of Britain, and Prestige.

Prestige, for example, represents 43 country houses and city centre small luxury hotels. Potential consortium members are vetted by their peers and a two-thirds majority of members is needed before they can join. "Our standards are high," says Andrew Byrne, Prestige's chief executive. "Quite a few hotels have failed to get the necessary votes."

Prestige members pay an annual marketing fee related to the size of their hotel — which works out at an average of £7,000 — as well as a commission of 7 per cent on bookings directly resulting from Prestige's marketing efforts.

Byrne suggests that the biggest asset in belonging to such a consortium is the ability of being with like-minded hotels. "Member hotels are seen to be part of an organisation of hotels of a similar quality," he points out. "To get this same message of quality across to their target markets would be very time-consuming and expensive as well as difficult." The sales support from Prestige, as with the other consortia, includes offices in target markets such as the US, Japan and

continental Europe, as well as considerable below-the-line promotional activity, including familiarisation trips for travel agents, and organising special package deals such as week-end breaks.

The Savoy's Peter Bates also believes that much effective hotel marketing has to do with below-the-line efforts such as direct mailing or links with airlines. "This is the tactical way of getting people into hotels all the year round," he says. Country house hotels, such as the Lygon Arms (part of the Savoy Group), now make special efforts to attract customers in the off-season, for instance with post-Christmas winter-break deals.

The Japanese and Americans are particular target groups: as part of the Savoy's marketing effort, for example, its award-winning chefs recently created a special cuisine for British Airways' First Class service to Tokyo and New York.

## TECHNOLOGY

## Doctors track down the hay fever gene

A single abnormal gene

is responsible for most cases of asthma and hay fever.

That surprising discovery,

reported in the Lancet, should eventually lead to better drugs for clearing up the runny noses and watery eyes suffered every summer by an estimated 70 per cent of hay fever and asthma, and probably a much higher proportion than that. About a quarter of the British population carries the defective gene.

It is remarkable that a single abnormal gene, which is responsible for such a wide range of undesirable symptoms, should be so common.

The Oxford researchers say that the gene must have had evolutionary advantages to compensate for the misery of asthma and hay fever, and possibly that it may have protected against the parasites which until recently were a frequent cause of serious illness world-wide.

Commenting on the research, Dr Donald Lane, chairman of the Asthma Society, says: "What it shows is that the capacity for developing certain allergies is inherited. Whether a particular individual then goes on to develop asthma will depend on other factors, particularly environmental ones."

In the families studied by Hopkins and Cockson, 85 per cent of those carrying the abnormal gene showed some symptoms of atopy and 20 per cent had asthma.

Although the epidemiological evidence is not totally clear, many experts, including Dr Lane, believe that atopic symptoms are becoming more common. This may be because carriers of the abnormal gene are being exposed to more man-made allergens in the environment — pollen counts have fallen over the last two decades in many large cities.

Research by immunologists at the University of Tokyo shows that air pollutants, especially the tiny soot particles in diesel fumes, are adding to the effects of pollen and other dust particles of organic origin. The reasons for the overproduction of this antibody (called IgE)

among the chief executives of the top 1,000 advertisers and analysed by BMM Research.

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cent of the average respondent's budget. Sales promotion absorbed 18 per cent, direct and graphics 11 per cent, training 10 per cent, direct marketing 7 per cent and public relations 4 per cent.

Public relations and internal communications both claimed 3 per cent.

The survey was conducted

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## FINANCIAL TIMES

NUMBER ONE SOUTHWARK BRIDGE, LONDON SE1 9HL  
Telephone: 01-873 3000 Telex: 922186 Fax: 01-407 5700

Thursday June 22 1989

## Carving up Europe's skies

THE NEWS that British Airways and KLM, the big Dutch airline, are planning to link up with Sabena, Belgium's ailing national airline, is hardly reassuring for Europe's air travellers. In the US, deregulation of air transport resulted in a handful of companies controlling 90 per cent of the market. But at least the travelling public enjoyed a brief spell of low fares and intense competition. The danger in Europe is that competition will never occur because the mergers will take place before the European Commission has agreed an effective plan for deregulation.

In the past competition authorities in Brussels have tended to welcome cross border links. The tradition of national "flag" airlines is regarded as one of the main obstacles to greater competition. If small companies from several EC countries could band together, they might be able to challenge the market power of the big airlines. The Sabena deal does not fall into this category. BA has induced competition in the UK by absorbing British Caledonian and is already the most powerful airline in the EC. KLM is also a large airline with global ambitions.

## Attractive slots

BA, KLM and Sabena between them control a large number of the most attractive slots at airports in northern Europe. Mr Carlos van Rafelsheim, chairman of Sabena, has said that the three airlines will continue to compete with each other. In reality, business liaisons nearly always alter behaviour — if they did not, they would serve little purpose. The competition authorities must stand ready to act if the grouping shows signs of abusing its considerable market power.

The risk is that this liaison will be followed by others. Mr Narcis Andren, chairman of Iberia, the Spanish airline, has hinted at the attractions of a link-up with Lufthansa and Air France. It is no accident that these companies are shareholders in the Amadeus computer reservations system while BA, KLM and Sabena are participants in the rival Apollo project. In the US, computer reservation systems have proved

immensely powerful weapons for enlarging market share. But it would be regrettable if computer hardware, rather than consumer preferences or fares, were to determine the future structure of European air transport.

## Slow progress

If the EC wants to avoid US-style oligopoly, it must accelerate its liberalisation programme. Progress to date has been painfully slow. In November, 1987 capacity sharing agreements were slightly weakened: the share of the market governments can reserve for their "flag" airlines was reduced from 50 per cent to 45 per cent. Market access was marginally improved for small airlines. These were steps in the right direction, but have not altered the structure of this cartelised industry.

The Commission must shortly submit plans for a second phase of liberalisation. These ought to be considerably more ambitious. It is difficult to see how any capacity sharing agreements can be squared with the principles underlying the 1992 programme. Member governments ought to agree that market shares will be decided by open competition. Farce might well fall to scratch levels on the artificial distinctions between scheduled and charter flights might begin to be ended.

But the removal of restrictions are a necessary rather than a sufficient condition for competition. One of the biggest obstacles to effective competition in the US has been the shortage of physical infrastructure. At most of the big "hub" airports, new entrants have been unable to get a foothold because of the shortage of gates and landing slots. Takeovers have been the only way of getting hold of these precious assets.

European airlines face similar difficulties. Sabena is prized by BA and KLM because of the slots it controls. Liberalisation of air transport in Europe will require tough decisions about the allocation of landing rights. Some reduction in the number of airlines is inevitable, but the power of the survivors can be restricted by keeping entry barriers as low as possible.

## Leninism and after

THERE IS a discernible pattern behind the rush of events in the Communist world over the past month. China's great leap backward will probably slow the pace but not fundamentally alter the direction of economic liberalisation. On the other hand, it has demonstrated that the Chinese Communist Party, as now led, intends to retain a monopoly on power, ideology and the definition of what constitutes democracy.

The reaction it has elicited from east European capitals has been revealing. The Soviet Union has stressed it is China's own business and called for compromise. In differing intensities, the East Germans, Romanians and Albanians have accepted the Chinese official version. Czechoslovakia's party paper noted that the protests had a real base, but criticised the US for imposing sanctions. The Yugoslav response varied according to republic but generally criticised the Chinese leadership. The Poles and especially the Hungarians condemned it.

## Stalinist leaders

The non-reforming group — Albania, Czechoslovakia, East Germany and Romania — still have Stalinist leaderships. They may experiment with varying degrees of economic liberalisation but they see it as always and everywhere controllable by the party. All these states have the problem of an ageing ruling group, as does China, but, like China, they may be able to renew their leadership by promoting younger men. In all, especially Czechoslovakia, the tensions which cannot be separated from the party's monopoly of power will tend to grow, but there is no reason at all to assume that these will be eased by democratic as against totalitarian means.

The Soviet Union has explicitly linked economic and political liberalisation and is pursuing both, but political liberalisation means a liberalisation of the Communist Party, a tighter definition of its role and — the hardest trick — its submission to the law. It is, or at least wishes to be, Stalinist no longer, but it still wants to be Leninist.

Yugoslavia's diversity defies easy categorisation, leaving

## Richard Tomkins looks at UK car part makers

**G**ood news and bad from the motor industry in recent weeks has highlighted the difficulties facing Britain's car part makers.

First came the good news when Toyota, Japan's biggest car builder, chose Derbyshire as the site for its £700m European car assembly plant. The decision was seen as heralding good times for the component manufacturers, which are heavily concentrated in the West Midlands. Then in a study of the region's prospects, the Birmingham office of Coopers & Lybrand, the accountants, said many British suppliers would disappear over the next few years with extensive restructuring of the sector.

Toyota's decision and Coopers & Lybrand both highlight the same phenomenon: the trend towards a single global motor industry dominated by a small number of multinationals.

The trend is spreading to the components industry. Where car makers once employed multitudes of companies to supply countless individual parts, they are now beginning to employ fewer but larger companies to supply complete sub-assemblies. They are also delegating the design and development of components to these companies, often giving them single supplier status in return.

Coopers & Lybrand says the UK components industry looks dangerously exposed to this trend because it is characterised by a plethora of small businesses which have neither the resources to undertake research and development nor the capacity to become single suppliers.

Only six British component manufacturers have turnover exceeding £200m a year, and only two of these — Lucas and GKN — rank among Europe's 10 biggest suppliers. Conversely, there are 2,000 component makers in Britain with annual sales of less than £1m.

On the plus side, Toyota's decision to set up in Derbyshire illustrates the resurgence in UK vehicle manufacturing. UK output is expected to rise from last year's 1.2m vehicles to about 2m a year by the mid-1990s.

But the consequent recovery in demand for components is exposing the weaknesses of an indigenous industry that has only recently emerged from a long period of retrenchment and decline.

In the foundries sector, for example, there are no independent British companies left with the capacity to meet the growing demand for engine blocks and cylinder heads.

Nissan's UK plant in Sunderland is building its own aluminium foundry to make heads for the Bluebird and Micra models. The blocks for Ford's new engine plant in south Wales will come from Eisenwerke Brühl, the West German foundry group — either from West Germany, or from the Beans foundry in the West Midlands which Eisenwerk bought from Rover 18 months ago. The heads will come from Montupe of France, which is building an aluminium foundry in Belfast.

The only British foundry group that can still make heads and blocks — Birmid Industrial Products, part of

Company	Country	Product	Type of investment
Reda	Japan	Car seats	Joint venture with Hoover
Elion Radiator (now Calsonic)	Japan	Exhaust systems	Joint venture with TI
Magneti Marelli	Italy	Lighting, alternators	Takeover of Lucas
		Electrical operations	
Arvin Industries	US	Exhaust systems	Takeover of Cheshire & Baldwinbridge business from TI
Yasuda	Japan	Batteries	Joint venture with Lucas
Hippon - Saiti	Japan	Dashboard instruments	Greenfield
Essohawk Brühl	W. Ger.	Castings	Takeover of Austin Rover foundries
Bosch - Plastic	W. Ger.	Trims	Greenfield
Plastic Omnia	France	Front bumpers	Greenfield
Valeo	France	Hoods	Takeover of Delaine
Monroe Auto Equip. US	US	Shock absorbers	Takeover of Armstrong Equipment division
Planned, uncompleted projects			
Celsite	Japan	Radiators	Takeover of Lianelli Radiators
Also Planned Greenfield projects by Bosch, W. Germany (Alternators), Montupe, France (Castings), Fawc, France (Car seats), and Valeo, France (Lighting & clutches)			

Planned, uncompleted projects

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## In wrong gear for good times

Blue Circle — is for sale. Mr Malcolm Ray, the division's chief executive, explains: "The foundry industry is capital intensive, and to maintain and improve productivity, you need heavy investment. To justify that investment, you need long production runs, and to have single supplier status."

"That means being big enough to have the research and development capability to convince your customer that you are at the forefront of technology; that you will provide him with a world-class product that nobody else can supply."

"We are simply not that big. In fact, I can say quite categorically that at our present size, we have a very limited future."

As in the foundries sector, so elsewhere in the components industry. In 1977, 43 of the UK's 60 biggest component makers were British-owned. Today, the figure has fallen to 26, and the number is dwindling further as more companies recognise the inevitability of throwing in their lot with the multinationals. In recent weeks, for example, Delainair — Britain's biggest supplier of car heaters and air-conditioners — has been bought by Valeo of France, and Armstrong's shock absorber business — again, the biggest in its field — has been bought by Monroe Auto Equipment of the US.

Overseas companies are keen to snap up British component manufacturers because they provide ready-made foot-holds in a country with low production costs and a fast-growing vehicle manufacturing industry. But where acquisitions are not available, the multinationals are setting up on greenfield sites.

The clear danger for British manufacturers is that in tomorrow's global car market, the design authority for vehicles made in Britain will increasingly be vested overseas.

The parts designed into these cars will then be those made by the multinationals — not by small British companies with no international presence.

But the outlook is not wholly bleak. Some of the biggest companies — GKN with its transmission equipment, Lucas with

its engine management and braking systems, Pilkington with its safety glass — are already multinationals in their own right. Other, smaller, companies are reaching into the international marketplace through specialisation. AB Electronics, for example — highly regarded for its switches and sensors — is manufacturing in West Germany as well as Britain. BSC, already Britain's biggest manufacturer of vehicle mirrors, has subsidiaries in France and Australia, and is planning to open a plant in the US.

In addition, Midlands manufacturers of metal fabrications and plastic mouldings are geographically well placed to benefit from the just-in-time supply philosophy being adopted by nearby car makers. Concentric, the Birmingham-based engineering group, is investing heavily in training, computer-aided design and robots. It has already won contracts to supply Honda with aluminium alloy for its engines, Toyota with brakes for its racing cars, and Nissan with chassis components for the Bluebird.

To some extent, the likely effects of a shake-out in the UK components industry are overstated. Many Midlands widget-makers may lose their contracts to supply the major manufacturers, but will find themselves with contracts to supply the sub-assemblers instead.

Widespread fears of a Japanese onslaught are also likely to prove excessive — though they are understandable after the US experience, where the arrival of more than 300 Japanese component makers has routed a substantial part of the indigenous industry. Mr David Andrews, director of business development at Lucas Automotive, says the Japanese invasion of the US occurred because Japanese car makers arriving there could not get adequate supplies from the heavily integrated US automotive industry. They also found US suppliers overmanned and inefficient.

The European components industry is already closer to the Japanese model, he says. Political sensitivities would also impede an invasion. "Besides, setting up a completely greenfield site just to support one Japanese customer isn't economically viable. Why add more capacity to an already difficult marketplace?" Joint ventures and licensing agreements are likely to outnumber greenfield investments, Mr Andrews believes, though takeovers are also likely to feature: witness the bid for Lianelli Radiators by Calsonic, a Nissan associate.

Few, however, doubt that the UK components industry as a whole will ultimately be concentrated in fewer hands — and that those hands will increasingly be on the end of foreign arms. It is not mere chauvinism that makes some manufacturers doubtful about the consequences: it is also the fear of falling victim to the branch plant syndrome: the danger that multinationals now falling over themselves to set up in the UK will just as quickly move out again when UK production costs turn against them.

Rowlands resisted the call of the Capital and has set up office in the more central geographical location of Warrington, Cheshire, rather nearer to where most trade union members live. A few causes célèbres may well make her as famous as her brother — in law Clive Rowlands, the big man of Welsh rugby.

City Rock

■ There is a new sound in the City. A group of merchant bankers has come together to found Gordon and the Gekkos, a Rock band which will shortly be available to play at Charity Balls and what the bankers call "suitable social occasions." Gekko was the name of the villain in the film, *Wall Street*.

Nick Burnell, the founder, is an assistant director at Morgan Grenfell & Co. He has played in a lot of bands in his time, says his colleagues, is responsible for rhythm and lead guitar and the band is playing some of his own music. All the other members come from one part of Morgan Grenfell or another, except for Graham Elliott, a vice president at Merrill Lynch.

Rehearsals are now taking place one evening a week and the first outing will be at a colleague's wedding in Hampshire on July 4. After that the band will be available on an expenses only basis. Elliott is promising a demonstration tape so that would-be bookers can check whether the players know one end of a piano from another. Average age of the ensemble is just under 30.

## No free ride

■ Exhausted at finally finding a taxi yesterday, a colleague gasped: "Are you free?" "No, darling, I charge," said the driver. But the driver took him none the less.

## BOOK REVIEW

## A route for the excluded

THE OTHER PATH  
By Hernando de Soto  
I.B.Tauris £14.95

My free marketeer who seeks to occupy the moral high ground and advanced prescriptions that claim to be the salvation of the poor and oppressed in the Third World invites a hearing. So many socialist ideals over the past three decades have been found wanting, and the free marketeers, for their part, have failed to remove the impression that their policies benefit élites and middle classes, not the poor who comprise the bulk of the populations in most developing nations.

In addition, Midlands manufacturers of metal fabrications and plastic mouldings are geographically well placed to benefit from the just-in-time supply philosophy being adopted by nearby car makers. Concentric, the Birmingham-based engineering group, is investing heavily in training, computer-aided design and robots. It has already won contracts to supply Honda with aluminium alloy for its engines, Toyota with brakes for its racing cars, and Nissan with chassis components for the Bluebird.

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Although the book is a case study of Peru, the lessons hold good for almost every Latin American country and most of the Third World. Significantly De Soto has also generated interest in China (before the massacres) and the Soviet Union.

De Soto's point of departure is the massive migration of people from the countryside to Lima over the past four decades. To survive, these people have become "informals," operating along a grey frontier with the legal world.

For them, the cost of obeying the law outweighs the benefits of observing it. They break some of the laws, though not all, and are distinct from deliberate criminals such as drug traffickers.

The author's investigations through the Instituto Libertad y Democracia, which he heads, led him to the astonishing discovery that 42 per cent of all Lima housing has been built by illegal settlers. The retail distribution of popular consumer goods is dominated by over 91,000 street vendors who maintain some 314,000 dependents. Of the 331 Lima markets, 88 per cent have been set up by informal traders; while the city's fleet of urban transport is controlled 93 per cent by informal operators.

Average earnings from these activities are below the minimum prevailing in the legal economy. But, De Soto claims, the informals reveal a ferocious desire to succeed in the face of huge adversity.

Rather than blaming this state of underdevelopment on traditional scapegoats like the transnationals and foreign banks, he looks for the fault within Peru's own system. By looking at three principal areas of informal activity — housing, popular retail trade and transport — he demonstrates that the odds are impossibly stacked against poor individuals ever being legal players in the formal economy.

For instance, if playing by the rules, a group of low

Robert Graham

**SEVENTY-NINE POUNDS. 99 I KEPT THINKING AS I SWAM PAST THE ACROPOLIS AGAIN.**

I always stay at the Marriott when I come to Athens on business. "So why?" I thought as I splashed past the rooftop bar, "have I never asked about Corporate Rates before now?"

I suppose, when a hotel is this handy for the airport and city centre, you become a little blasé.

You just enjoy the meze and forget you can get all this for £79\*. Which reminds me. I'd better swim past the Acropolis once more to work that lunch off.



\*For single room including taxes valid until 31.12.89. For details or reservations call your travel agent or London (UK) 01-399-0288, Tel Free Germany 010-4422, France 19-05-90-8333.

ATHENS  
Leda Marriott  
HOTEL

VISIT OVER 200 MARRIOTT HOTELS WORLDWIDE

There has been fierce controversy inside the Conservative Party about the causes of the current inflation. Anyone venturing an opinion should start from the early post-Second World War cliché that inflation is the result of too much money chasing too few goods. He should then ask how the excess money – or more accurately, excess spending – arose; and whether there were any warning signs which could reasonably have been noted in time to prevent it.

If we are to make headway with such questions, estimates of expenditure have to be studied in terms of actual money – not in the “real terms” used even by supposedly monetarist model-builders, in which inflation has been deliberately taken out of the data.

The table on this page is accordingly based on the national income accounts expressed in current prices. The total I have attempted to track is total UK Final Expenditure on Goods and Services. (The difference between it and Nominal GDP is that it includes all expenditure, including that devoted to imports, which is obviously important in recent years.)

When total spending rises it can have three possible effects. Domestic output can increase. Prices can rise. Or spending can be diverted to imports or to otherwise exportable goods. Most likely a mixture of the three will occur.

The notorious Retail Prices Index, which now stands at 8.3 per cent more than a year ago, exaggerated the current inflationary wave because of mortgage interest distortions. On the other hand it does not show the diversion of inflationary pressures into the balance of payments.

If we then compare 1984-86 to 1986-88, a decided acceleration in spending can be seen. Total Final Expenditure, which was rising by 15 to 16 per cent over the first period, accelerated to 20-21 per cent in the second. Not at first sight a vast acceleration. But the statistician admits that the expenditure figures are underestimates. They were in any case enough to tip the 1988 current balance of payments into £14.7bn deficit on the official figures and to boost the RPI (exclusive of mortgage interest rates) to 6 per cent last month. And no slowdown in Final Expenditure can be observed in the 12 months to the first quarter of 1989.

What were the sources of the acceleration in spending? The professional pessimists who abound among City writers rarely mention that Domestic Fixed Capital Formation rose by 35 per cent between 1986 and 1988, more than twice as fast as in the earlier two years.

There are reasons why the picture is not quite so reassuring. The small percentage acceleration in consumer spending is not as innocent as it looks. Because the absolute amount of consumer expenditure is so large, a small percentage

## ECONOMIC VIEWPOINT

# Roots of Britain's inflation problem

By Samuel Brittan

increase in it can be important. As the right-hand side of the accompanying table demonstrates, capital and consumer spending each contributed about 15% to the acceleration in total spending between the two year periods.

Moreover, the payments deficit has been an incomplete safety valve. It has not prevented a rise in core inflation – measured for example by the RPI minus mortgage interest, the consumer expenditure deflator, pay settlements and earnings, labour costs or the GDP deflator. So, making the maximum allowance for the soundness of financing an investment boom by imports (which was quite normal under the single internal market known as the Gold Standard), UK domestic expenditure has been increasing too quickly and the pressure on capacity and the labour market has been unsustainably high.

Why then did both investment and consumption accelerate from 1986 onwards? For such an acceleration to occur there has to be a disturbance to the normal circular flow of income and expenditure. The most frequent cause of disturbance in the past, and the source of the greatest historical inflations, has been governments spending on guns and butter (usually the former) far in excess of what they

responsibility of policy has been the negative one of failing to put on the brakes in time.

The liberalisation of bank and building society lending has led to an appreciation in asset values, especially houses. The latter in turn made people feel wealthier and encouraged other sorts of consumption. The resulting rise in demand and profitability stimulated investment – aided and abetted by an undervaluation of sterling which predicts the shadowing of the D-Mark, of which the Leader of the Opposition – to government economic policy – Mrs Thatcher – complains so much.

One can add embellishments. For instance, the long recovery and upturn after 1981 encouraged people to be more optimistic about what their long-term incomes were likely to be. This in turn encouraged them to borrow more and the long sustained rise in output had a similar effect on business investment, together with the decline of militant trade unionism and the restoration of the so-called “right to manage.”

In terms of history that is basically all there is to say. It has been the type of boom which is liable to take off from time to time in a private enterprise economy when the Government stops breathing down its neck, but which may develop an inflationary momentum.

The more interesting question is why insufficient braking action was taken. The old Gold Standard provided an anchor which automatically protected the currency. The absence of a modern equivalent is a real weakness. For in a paper money system, governments do not just perversely print money. Various financial assets are spontaneously generated by the financial system, which can be used in varying degrees for settling debts, with an arbitrary line between money and non-money. Government and central banks have to get in on the act to prevent the spending process from getting out of hand. Different indicators will help them to do so at different times.

For instance, broad money indicators gave some warning of what was happening in 1984-86 before Britain's inflationary symptoms became visible. Examples of broad

money are the old M3 – notes and deposits – and M4, which includes building societies. The aggregates are themselves heavily influenced by the growth of bank and building society lending.

Nevertheless for the broad money addict simply to shout in triumph is to ignore the message of the left-hand side of the monetary chart. In its early years the Thatcher Government indeed had only an M3 target. Despite resort to 17 per cent base rates, M3 soared high above the 7 to 11 per cent target range of the period. Yet it was giving quite the wrong signals. For inflation was coming down rapidly and the economy entered its severest post-war recession in which two million manufacturing jobs were lost.

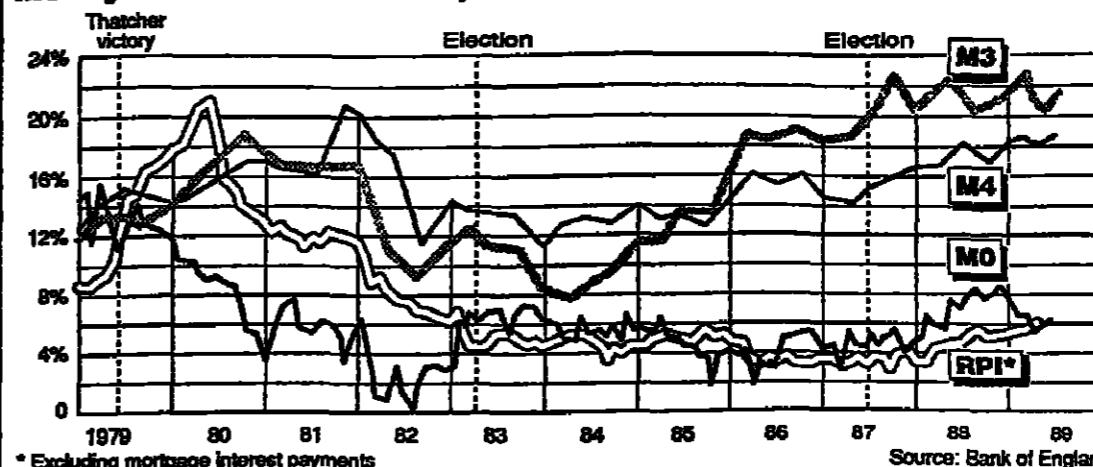
Indeed this episode came near to discrediting monetarism totally, as the many post-mortems led to the conclusion that a return of narrow money – which is nearly all notes and coins, namely M0 and which subsequently became the sole monetary target –

The true criticism to be made of the Chancellor, Nigel Lawson, is that he accepted this pocket-money indicator too readily. But the “one of us” brigade around the Prime Minister is in no position to levy this charge, because its members themselves have been much more single-minded and fanatical in pursuit of narrow money, crying death and destruction to those who want to supplement it by taking the exchange rate into account in forming policy.

Indeed M0 on its own has not had a good record in warning of inflationary dangers. It did not rise decisively above its target range in the current inflation until well into 1988, by which time the current inflation had been building up for two years.

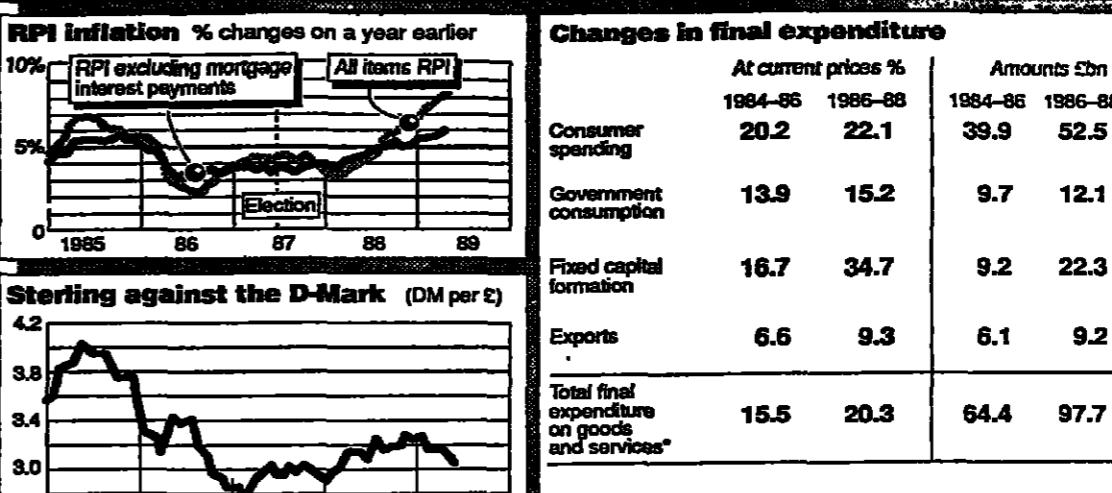
Advocates of broad and narrow money – like Swift's big and little enders – have tried to make common cause against any use of the exchange rate for policy. But it really will not wash. For the prescriptions of the two camps have often suggested diametrically opposed policies. So demands by some populist political writers that the Chancellor should be forced to

## Money and inflation Year on year increase



\* Excluding mortgage interest payments

Source: Bank of England



Election



# SECTION III

## FINANCIAL TIMES SURVEY

The battle for the world's executive car market is not for the faint-hearted. Several years of increased demand have tempted new protagonists to join the fray. The contest is hottest in North America but repercussions are being felt worldwide, reports John Griffiths

### Confronting the Japanese

SEVEN successive years of world economic growth have brought the good times back for most leading Western car makers.

The cash flow crises of the early 1980s have gone, replaced by high profits and high levels of investment.

That investment has increasingly been aimed at the large-profit-margin executive and luxury car sector as a result of a sustained increase in affluence among both business and private buyers.

"Never before has there been such a long and positive development of the world economy," Mr Eberhard von Kuenheim, the chairman of BMW, told shareholders at the end of May.

Indicative of both the perceived value of the executive sector to car makers, and their renewed financial health, is that the Peugeot Group is launching within a few months of each other two flagship executive cars, the Citroën XM and the Peugeot 605.

The XM, launched on the Continent last month, and the 605, to be unveiled in the Autumn, share a lot of components to minimise costs. But they have nothing in common in appearance and differ sharply in important design

areas. The two cars cost Peugeot well over FF100m (£1bn) to bring into production.

They are important elements not only in chairman Mr Jacques Calvet's strategy to take the Peugeot group into European car market leadership in three to four years' time, but also to build the group's profitability.

Peugeot made a net profit of FF78.5m last year, following FF6.7m in 1987. Up to the end of 1984, it had made five straight years of losses.

The market attractions of the sector are obvious. In the four principal West European markets comprising West Germany, France, the UK and Italy, more than 1.4m such cars were sold last year, up from 1.3m in 1986 according to DRI Europe, consultancy group.

US buyers last year bought just under 1m executive cars, including domestically-produced vehicles such as Cadillacs.

The Japanese market is being slowly prised open by European executive car makers. Mercedes-Benz and BMW accounted for nearly 50,000 sales last year compared with less than 40,000 in 1987 – albeit in a total Japanese market of more than 3.7m.

However, everyone wants a slice of the action. That

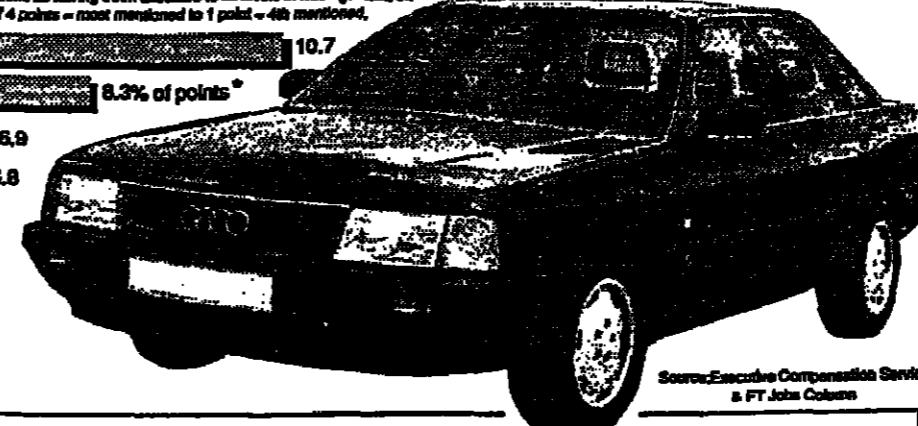
#### European Top 20 management cars

Audi 100	10.7
Ford Scorpio/Granada	8.3% of points*
Renault 25	6.9
BMW 5	6.8
Opel Omega	5.7
Mercedes 200	5.6
Volvo 700	5.6
Ford Sierra	4.4
Saab 900	3.4
Renault 21	3.3
BMW 3	3.1
Volvo 200	2.9
Peugeot 505	2.7
Citroën XM	2.2
Opel Vectra	1.7
Lancia Thema	1.7
Audi 80	1.6
Honda Accord	1.4
Lancia Prisma	1.4
Mazda 626	1.3

Opel Omega and Vectra are better known in the UK as Vauxhall Carlton and Cavalier

\* Derived from survey of 1,300 companies in 17 countries. Points based on frequency of mention as having been allocated to all kinds of management, on basis of 4 points = most mentioned to 1 point = not mentioned.

Source: Executive Compensation Service & FT John Collier



Percentage of directors receiving a company car

	Chief Execs	Marketing	Sales	Finance	Admin	Personnel	Production	Engineering	Research	D-P
Iceland	100	100	100	100	-	100	100	100	-	-
Finland	100	100	100	100	100	100	100	100	100	-
UK	97	95	93	92	90	95	95	95	95	95
Norway	100	100	92	88	100	-	-	100	-	-
Sweden	100	100	91	94	88	93	90	100	100	-
Denmark	100	91	100	95	-	97	97	94	-	100
Portugal	91	90	98	93	81	83	87	76	79	100
Belgium	95	96	92	95	76	83	71	76	73	77
Netherlands	92	98	91	98	72	79	74	77	81	73
Austria	100	94	95	78	83	87	80	75	-	-
W. Germany	95	92	92	74	84	70	74	68	75	50
Italy	94	88	88	81	70	73	67	63	72	64
Luxembourg	100	93	88	67	59	58	65	63	67	-
Greece	84	85	75	58	59	64	55	42	80	-
Spain	91	67	80	77	59	61	54	54	50	58
Switzerland	84	78	74	68	57	58	40	75	55	35
France	88	76	80	60	59	53	47	60	44	-

Figures include allowances in lieu of cars in minority of cases

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Graphics: Bob Hutchinson	
Editorial production: Phillip Halliday	

have fallen, although not as badly. Only Volvo and BMW have been able to increase sales this year.

In contrast, Honda's Acura range has gone from strength to strength – sales rose from 53,000 in the network's launch year of 1986 to 128,238 last year and 56,982 in the first five months of this year.

The Europeans face their stiffest challenge yet. Toyota and Nissan, Japan's first and second largest car makers respectively, are launching cars and dealer networks aimed at the heart of the executive car market typified by Mercedes-Benz, BMW and Jaguar.

Nissan's Infiniti Q45 saloon and M30 coupé will go on sale through its newly-established Infiniti network on November 8. This is two months after sales start of Toyota's Lexus LS400 saloon and ES250 through the Lexus network. Prices are expected to worry the Europeans.

There is good reason for this. It became clear that Japanese manufacturers were able to compensate for even the 80 per cent revaluation of the yen against the dollar over the past three and a half years.

Men like BMW's Mr von Kuenheim expressed concern, *Continued on Page 2*

## Executive Cars

includes not just Japanese manufacturers, now making inroads into the executive and sports sectors at an astonishing rate, but even virtual newcomers to car-making itself.

Most notably, Hyundai, the South Korean producer whose annual vehicle output has gone from less than 200,000 units to 750,000 in the past five years, last month launched in the UK the Sonata. This medium-sized car is aimed at the Ford Scorpio/Granada, the Vauxhall Carlton and similar cars.

Hyundai has based its marketing effort for the Sonata mainly on price – it undercutts European rivals by £2,000 or so – and set what it hoped was a modest target of about 1,500 units in the UK for the rest of this year.

The UK, however, is the European debut market. Hyundai hopes to sell many more on the Continent over the next few years as its dealer networks develop.

Just to underline how seri-

ous it was about joining the world's big players this year it brought on stream a 200,000 cars-a-year plant at Bromont, in the Canadian province of Quebec. Annual output will include 25,000-30,000 Sonatas, in addition to the Korean output.

Competitive screws have been tightened in lots of other ways, with consequences not yet fully discernible.

For example, the styling, design, performance, ride and handling characteristics of cars designed and built in the US, particularly in the executive and luxury sectors, have been rapidly moving much closer to those favoured by the rest of the world.

General Motors, Ford and Chrysler were dismayed by the inroads made by imports of Japanese and European cars in the early 1980s as American buyers deserted the space-and-fuel-inefficient, ill-handling cars they had been fed by the domestic producers.

Heavy product investment programmes by the US big three have produced a lot of models with strong appeal in many other markets.

The replacement for Ford's European Granada is destined to be a "world" car although most of the engineering and design will have been carried out in the US.

Not only are European executive car makers confronting stiffer opposition from both US and Japanese sources in North America, but also there is a very real prospect of General Motors and Ford infilling their European-built ranges with product from the US.

General Motors, for example, has introduced its new ZR-1 Corvette to Europe. The Lotus-developed engine can propel it at Ferrari speeds for a fraction of Ferrari prices.

Chrysler may sell its seven-seater minivans, more luxuriously equipped than many cars, in Europe through its links with Renault, which

already distributes Chrysler's Jeep range.

To some extent, the seriousness or otherwise of this development for European manufacturers will be influenced by exchange rates – already a sore point with Europe's executive car makers in terms of the North American market.

The dollar's relative weakness against leading European currencies for much of the period since 1986 led some European makers – Porsche in particular – to make a misguided assumption that the prestige and general cachet of their products would allow them to ratchet up prices to protect profits.

Instead they ratcheted up resentment among US buyers who watched large price gaps open up between the European executive cars and US luxury brands.

Porsche's sales plummeted from 30,500 in 1986 to only 3,600 in the first five months of this year.

Other European producers

will hold you securely in place when the road twists and turns.

The dashboard has a full complement of clearly designed instruments including a rev counter and a graphic display which warns you of everything from bulb failure to open doors and icy conditions.

As you'd expect, the hands-free car phone is also amongst the best you'll find. Designed to Ford's own specifications, it uses the ETACS system to bypass congested channels and connect your call quicker.

Up to fifty numbers can be stored in the electronic memory. And because the line rental is paid for three years by Ford, all you'll be charged for is your calls.

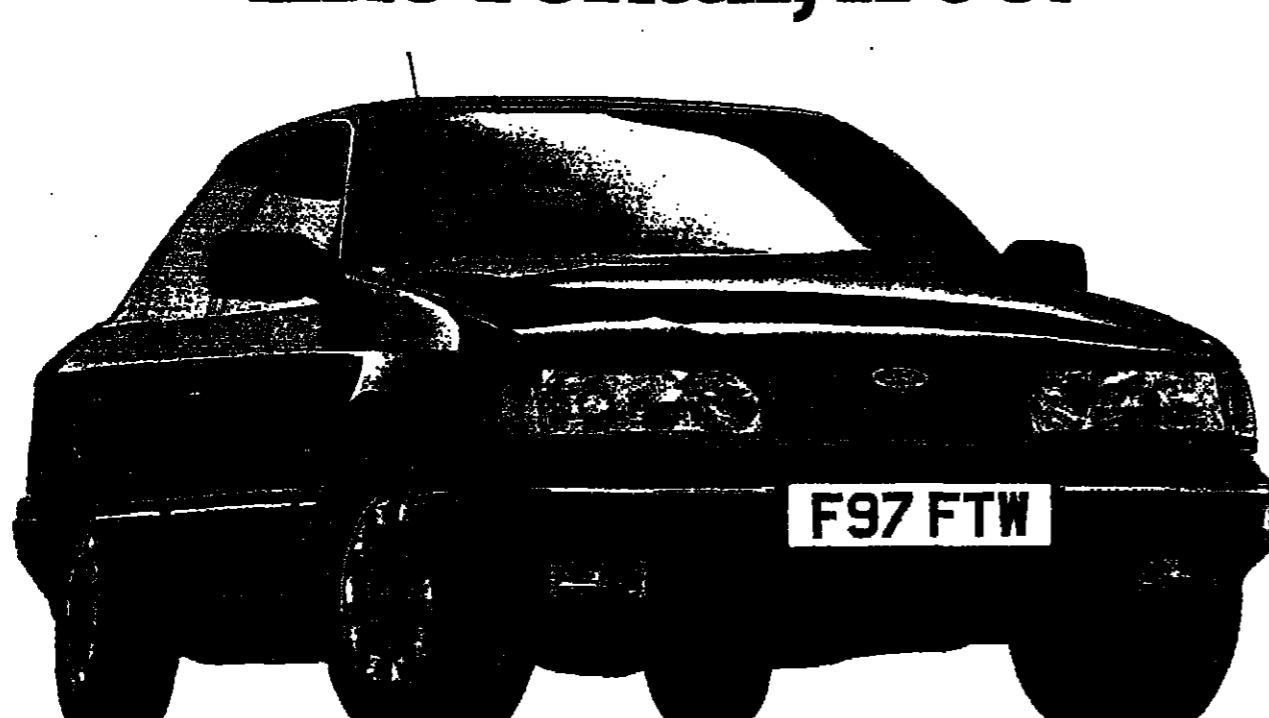
For further information, call the Ford Information Service free on 0800 01 01 12.

And reflect that the next time you make a phone call, it could be from your Granada or Scorpio.



A car phone and three years line rental, free. Value £1700, based on maximum retail prices.

## 2.9i Granada and Scorpio models come with carphone and three years line rental, free.



## EXECUTIVE CARS 2



Mr. Paul Layzell: BMW (GB) expects a sales increase this year

## Confronting the Japanese

Continued from Page 1  
in spite of BMW's worldwide sales rising by nearly 20 per cent last year.

He pointed out that since no Japanese factories are being shut down in Japan, Japanese intentions could only be to attack Western industries on both fronts. This was a reference to Japanese "transplant" production in the US and Toyota's plans to follow Nissan, Honda and potentially other Japanese companies into European production.

In a blunt warning to West German workers, he said that work practices would have to become more flexible if Japanese competition was to be beaten back.

From the consumers' point of view, however, the intense competition provided almost wholly unalloyed benefits.

The variety of executive cars available - including those from formerly ailing companies such as Alfa Romeo, now resurrected by Fiat - is bewildering. Their performance and sophistication is at a level which could not easily have

been envisaged at the start of the 1980s.

Manufacturers see the electronics-based revolution leading to computer-controlled "intelligent" cars by the end of the century, roof-mounted video cameras to survey the road ahead and possibly encourage the computer to take control if an accident looks likely.

In Europe a new car boom which has already set sales records for four consecutive years is showing few signs of going into reverse.

In most countries, executive cars are outperforming new car sales overall.

In the UK, for example, Mr. Paul Layzell, managing director of BMW (GB), expected to sell about 48,000 cars this year. That compared with 42,761 in 1986, and 37,525 in 1987 - rises of 12.25 per cent and 13.9 per cent respectively.

Last year's total new car market was up only 10.3 per cent on 1987, while some analysts predict that there will be little or no growth in the total market this year.

LUXURY CARS account for just under 10 per cent of the 10.6m cars sold annually in the US. The luxury market, defined as cars selling for more than \$20,000, may be small but it is lucrative.

Producers and dealers can command gross margins of as much as 20 per cent in this sector compared with 12 to 16 per cent from cheaper models.

Sales of European cars, which have long dominated the

European cars have done well in the US with their association with an older culture

US imagination in the luxury market, are starting to slip.

The BMW 3 series has been considered the vehicle of choice by the yuppie generation for several years. But last year sales of the model slumped by 35 per cent to 38,346 units.

Total BMW sales in the US for the year were 73,359 units. Sales of Mercedes-Benz, another popular import, dropped by 7 per cent to 63,727 last year.

Image is the incalculable factor in the luxury car market. European models have traditionally done well in the US market in part because of their association with an older, more sophisticated, culture.

The received wisdom was that the Japanese marques, with their association with mass manufactured products, would never be successful in this exclusive market.

However, the success of the Honda Acura has silenced the skeptics and opened the door

for other Japanese car makers. The Acura, which entered the US market only three years ago, sold 70,770 cars last year with a price tag of about \$28,000.

This year Nissan and Toyota will enter the fray with the Infiniti and Lexus respectively. Toyota is eyeing projected sales as high as 75,000 for its \$35,000 new entry.

At the very top of the market, however, one challenge the European makes face.

Last year, Lamborghini sold 94 of its Countach model in the US, with a price tag of about \$145,000. Fifty Bentley Turbo R's were sold at about \$149,000 apiece and some 600 Rolls-Royce Silver Spur's fetched over \$142,000 each.

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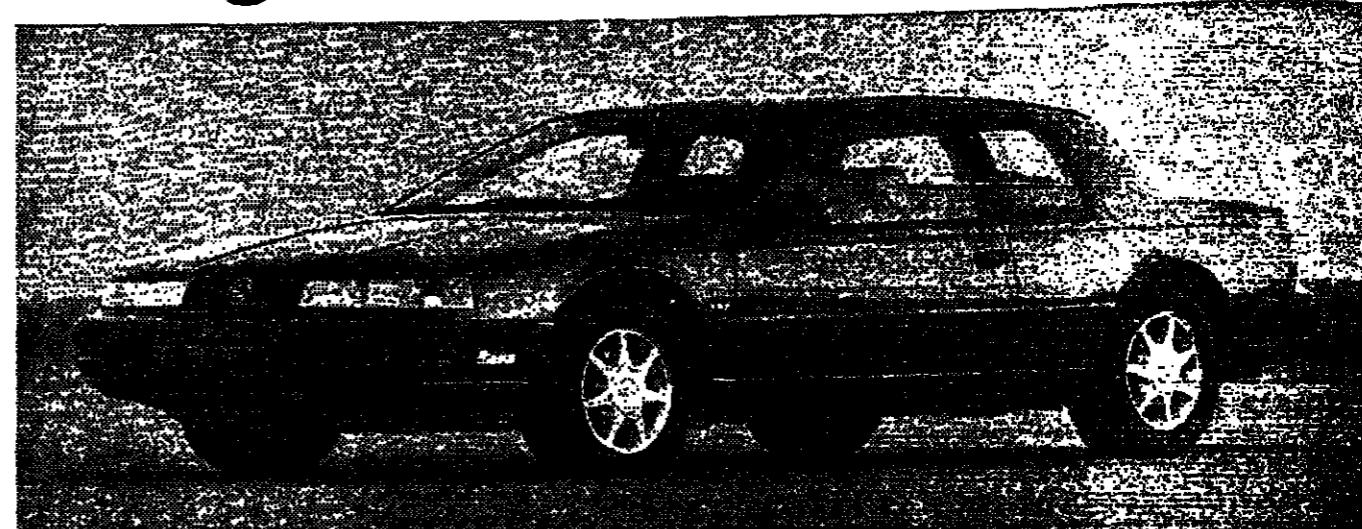
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## United States

## Consumers turning from beauty to safety



Lincoln, Ford's luxury division, has seen sales figures jump helped by the newly designed, 3.8 litre Cougar XR7

Safety is replacing beauty as one of the main consumer considerations in luxury cars.

Sales of the Audi suffered considerably after reports of problems with sudden, uncontrollable acceleration. Audi's sales have dropped 62 per cent since the problem was first aired in 1986 although a federal government study has now placed the blame on drivers.

One reason cited for the popularity of the Volvo cars is their reputation for safety. Volvo sold over 98,000 cars in the US last year.

According to Cadillac, environmental concerns are also a growing issue, and with some analysts projecting further crude oil price hikes, customers are beginning to pay more

attention to fuel economy and less to horse power.

Cadillac is hoping to

increase its influence abroad,

particularly in Europe, having

reasserted itself in the domestic market.

The Canadian market is vir-

ually an extension of the US

market for Detroit's big three,

thanks largely to the US-Can-

ada auto pact. Cadillac sells

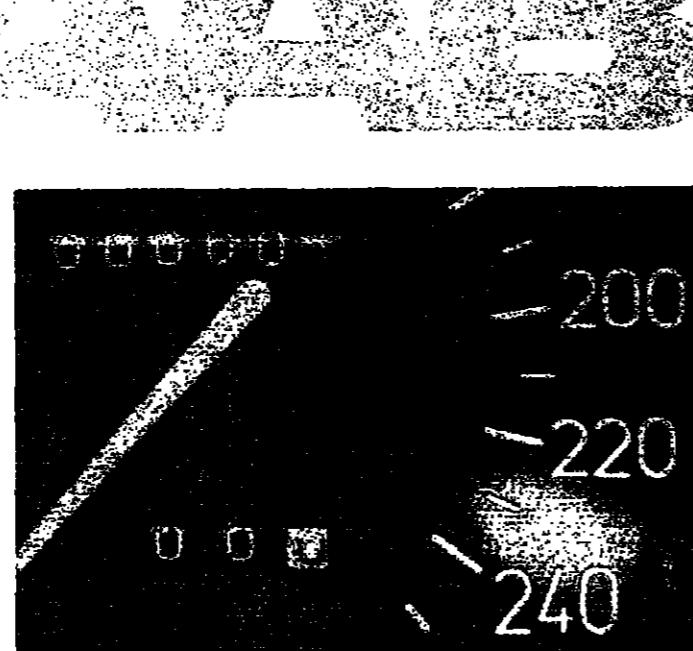
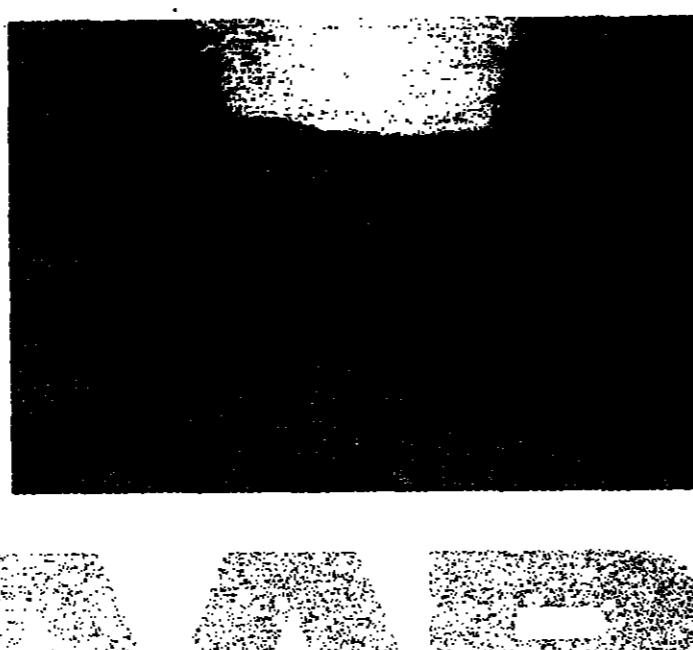
only about 3,000 vehicles outside the US and Canada.

According to Mr John Fleming, Cadillac's general director of marketing and production planning: "In terms of the international market, Cadillac is a small part and there is room for us to grow without bothering anyone for a while."

Karen Zagor



Cadillac leads the domestic field with sales of more than 200,000 units last year, buoyed by the familiar Coup de Ville



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SAAB

\*Our unique Saab Direct Ignition system is fitted on the Saab 9000 CD and Saab 9000 Turbo 16 on some markets.

## EXECUTIVE CARS 3

## Japan

## Appreciating the long, the wide and the high-priced

EXECUTIVE cars are the sector of the Japanese car market in which importers have done well. Almost a third of the 165,000 cars with engines of more than 2 litres sold in Japan last year were imports. Moreover, the growth of imports in this sector has been rapid, 42 per cent in 1987 and 30.6 per cent last year.

The number of US cars imported to Japan is still very small, compared with the serious top-tier car exporters led by BMW and Mercedes-Benz of West Germany. But they reflect the growing appreciation of long, wide and usually high-priced cars "teeming with horsepower in the world's second largest car market."

The Japanese bought 922 Cadillacs last year, 78 per cent more than in 1987. The Pontiac, another General Motors US model, sold 1,664 units in Japan, up 150 per cent from the previous year.

The more basic US-made Ford and Chevrolet roughly doubled their sales in Japan, both falling just a couple of hundred units short of the 2,000 mark.

However, over the same period sales of domestically manufactured luxury cars more than doubled, reflecting intensified interest among Japanese makers for this sector.

The Toyota Century and Nissan President were the only two domestically made luxury cars which rolled on Japan's roads until two years ago when Nissan launched its Cima, the first Japanese luxury car aimed at individual consumers.

The two cars, still dominant and almost all used by companies to ferry executives around town, adopted anonymity as the highest virtue.

Mr Takayuki Imao, manager of Japan Automobile Manufacturers Association's (JAMA) international public affairs section, said the West German manufacturers pioneered the luxury market in Japan.

"Cima phenomenon," the catch phrase used by marketing people for the new luxury market segment, is a direct result of the trend toward personal use of luxury cars. Before the West German cars came, the only luxury market was corporate and chauffeur-

driven, he said.

Nissan's Cima, said to have Japan's most powerful passenger car engine, was developed as a top of the range car for the domestic market.

This autumn both Nissan and Toyota will start selling high-performance luxury cars in Europe and the US. Company spokesmen hinted that the cars, Nissan's Infiniti and Toyota's Lexus, would hit Japanese showrooms to coincide with the Tokyo motor show in November.

Mr Imao played down the threat posed by domestically produced cars to the luxury imports, and said Japanese car makers are not that interested in a market segment they perceive as too confining.

Luxury car sales in Japan last year amounted to less than 5 per cent of the total sales, about 3.5m cars, excluding minicars under 500cc. Fewer than that figure actually qualified as real luxury cars in the western sense.

The domestic luxury car market was "beneficial with a high turnover rate," said Mr Imao.

"It's an interesting and changing market as well, but I don't think Japanese car manufacturers will take the initiative here. It's because of European initiatives that the market has expanded, so it's better to follow them."

Mr Imao said higher prices for bigger cars together with narrow city streets and small parking spaces were a problem for the luxury market.

Studies done by Toyota and Nissan showed 176cm to be the

maximum car width which still allowed comfortable urban use.

Sales of the Cima, a shade wider at 177cm, increased 13.8 per cent in April over the same month last year to 3,874 units. This was well above the 3,000 per month forecast by Nissan and made it the company's best selling car in April.

"Toyota can sell the Lexus but risks cannibalising the Crown. Maybe they want Lexus to take over from the Crown, but they have to decide how to price and sell it."

Mr Moyer said Toyota would install 3 litre engines in the Mark II, its other domestic luxury big-seller, while the V8 engine for the Lexus would be made available as an option for the Crown.

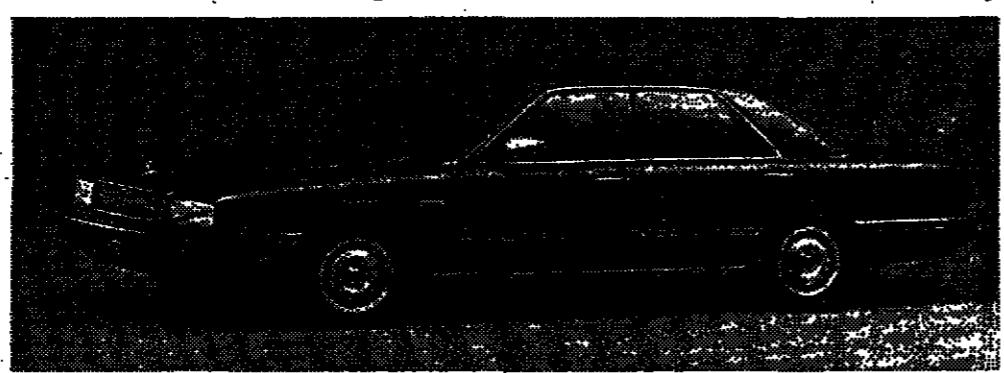
Mr Jeff Wilkinson, analyst at Salomon Brothers, the New York financial services group, said Japan's luxury car market would continue to perform vigorously, but for more than technical reasons.

The appeal of foreign luxury imports to most Japanese buyers was the cachet of having something different from everyone else, he said.

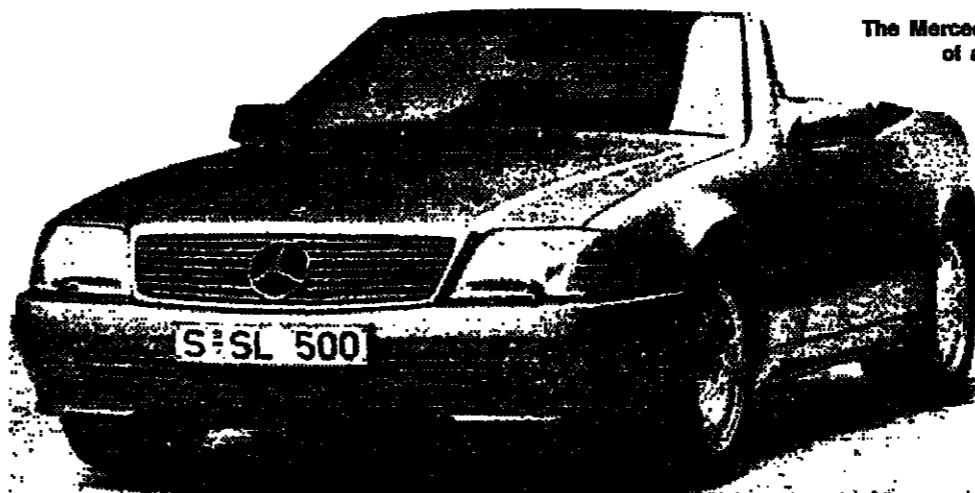
"What you can say is that the Japanese feel wealthier and they want to spend. You can look at it in macro terms but Japan has become a domestically run economy."

"You have to look at the psychological aspect. Why do Japanese buy big cars? To be appreciated. If they can't buy a house they buy a car. It's a symbol and they don't necessarily drive them much," he said.

Chris Perry



Nissan's Cima gave birth to a catch phrase for the Japanese luxury car market



The Mercedes-Benz SL sports car, precursor of a generation of S-class limousines that will be available from 1991

and diesels by 44 per cent.

BMW, on the other hand, saw its West German registrations surge by 24 per cent in the same period.

To take account of its diversified structure, Daimler has split its divisions, with Mercedes-Benz AG handling cars.

The Daimler group will still predominantly be a vehicle producer even after its planned purchase of a stake in MBB. It plans to produce a new car every year in the 1990s, with the executive S class to be followed by a new "baby Benz" to replace the 190 series, and its next generation of mid-range models.

About three-quarters of its next five years of investment over the next five years will go on vehicles. However, Daimler and BMW, which will shortly unveil a new fast luxury 8-series coupé, do not have the whole of the executive market to themselves.

Audi, whose basic 80 and 90 models have been an eye-catching success, makes a large V8 and is due to bring out a replacement for the Audi 100 in a year or so.

Audi, part of the Volkswagen group, has seen a 13 per cent drop in sales in the first four months of this year, partly in reaction to the earlier boost from the initial success of the Audi 80 and partly because VW's own new Passat model has been so well received.

Porsche, not really a producer of executive models, sells a high proportion of its cars to independent businessmen who are not tied to company rules which specify a more formal Mercedes or BMW, or, less exclusively, a Ford Scorpio or an Opel Senator.

Porsche's registrations picked up by a tenth in January-April, a result of extensive model investment and upgrading after the company ran off the road in 1987 as a result of the dollar's slide and the world stock market collapse.

Increasingly, West German cars are being aimed at the upper end of the market, with even small cars packed with an increasing amount of technology and capable of high speeds.

This gives greater opportunities for imported models like those from Japan, but means that the domestic manufacturers have it almost all their own way as far as the executive segment is concerned. In West Germany foreign cars have less social cachet than in the UK.

Andrew Fisher

## West Germany

## The fierce battle for the car-conscious wallet

WEST GERMANY'S executive car market is not a place for the faint-hearted. The West Germans are among the most car-conscious people in the world, and their businessmen are as aware of what is available, and what befits their status, as anyone.

So Daimler-Benz and BMW, the two powerful contenders in the executive automobile stakes, have a constant fight on their hands to win the hearts, and the wallets, of West Germany's decision-makers.

BMW is winning hands down. Its group turnover was up by 26 per cent last year, with sales propelled along by the success of its expensive 7 and 5 series.

Daimler, by contrast, has been having a harder time of it. Its car turnover was up by 1 per cent in 1988 and production was cut by 6 per cent to 560,000 cars, with a fall to 542,000 likely this year.

This compares with BMW's 49 per cent advance to 484,000 units. In 1989 BMW aims to raise output above 500,000.

The executive market is the lifeblood of both companies. So Daimler's discomfiture has caused more than a little embarrassment at the company's Stuttgart headquarters.

No-one, least of all BMW, doubts that Daimler will bounce back. But its Munich-based rival will have been given several years in which to show its paces.

"BMW has turned up the heat, Daimler's S class is not

bad, but it's showing its years," says Mr Stephen Reitman, motor industry analyst at Phillips and Drew, UK stockbrokers.

In the past, car companies became used to a model cycle of about 10 years. But this is being shortened to seven, Daimler has been caught in the middle of this transition with aged models.

It has already indicated its intention to storm back. Its SL Roadster sports car, on sale in Germany for DM75,000, is the precursor of its new generation S class limousines, which it intends to bring out from 1991.

Insiders say the new up-market Daimlers will be formidable and are expected to be longer and broader. But the executive models will be up against a tougher challenge than the SL, of which only 20,000 a year are being produced and which is sold out for several years.

What BMW has done, notes Mr Reitman, is make use of the window of opportunity provided by its faster reaction to shorter model cycles.

Its top-of-the-range 7 series was launched towards the end of 1986, giving it a good four years before Daimler puts its new thoroughbred into the race.

"BMW has the most modern cars on the block and it is pushing them very hard," says Mr Reitman. Moreover, the follow-up and slightly cheaper, 5 series has also been a runaway success.

BMW's smaller 3 series, to be regenerated soon, has benefited from the so-called halo effect deriving from the success of the group's bigger models.

When Daimler brings its new S class cars onto the market, its profit margins on the passenger vehicle side are likely to be stabilised and car division profits should move up again.

Some critics have been disheartened from its main business of making cars and trucks by its diversification into electronics with AEG, turbine engines with Motoren- und Turbinen-union (MTU), and aerospace with Dornier.

It is also poised, assuming the Government overturns the Federal Cartel Office's rejection, to buy a big stake in Messerschmitt-Bölkow-Blohm (MBB), the aerospace group.

It seems more likely that the Stuttgart group simply relied too heavily on the previous length of model cycles and, to some complacently, failed to see BMW coming up behind its sportier vehicles.

A slide in diesel sales after a campaign which attacked them for causing cancer and smog has affected Daimler. But registrations of its petrol cars have not benefited accordingly.

In the first four months of this year, Daimler's new registrations in West Germany slipped by 13 per cent to just over 90,000 cars; while petrol cars were down by 5 per cent

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## EXECUTIVE CARS 4

## United Kingdom

## Challenging the Granada

THE UK executive/luxury car market has shown strong growth during the last three years and competition has been intensified by the launch of models as well as by new arrivals in the segment.

According to a recent report by the Economist Intelligence Unit on the UK passenger car market, the share commanded by the executive segment has risen from 8.7 per cent in 1986 to 9.3 per cent in 1987 and 9.8 per cent in 1988. It is likely to exceed 10 per cent this year.

Sales have jumped from 163,057 in 1986 to 186,203 in 1987 and 217,339 last year. This was against a background of rising overall new car demand in the UK with record sales levels reached for four successive years from 1985 to 1988 with a peak last year of 2.2m units.

The rise in UK new car sales has continued unabated in the first five months of the year with a further jump of 9.1 per cent to just over 1m units, in spite of widespread forecasts of a weakening in demand in 1989 and in the face of rapidly rising interest rates.

New car sales in this country have breached the 1m mark before June for the first time. Manufacturers have been forced to upgrade their sales forecasts, and a record appears assured in 1989, even if the expected downturn materialises later in the year.

Executive car sales in this country are dominated by the Ford Granada, Rover 800, Vauxhall Carlton and Volvo.

The Granada has come under heavy pressure from its traditional rivals.

models, as well as by rising demand for its luxury 7 Series unveiled in late 1988.

Granada sales showed only a marginal increase last year of 1.4 per cent to 35,520 from 35,041 a year ago.

According to the latest forecast from DRI Europe, the London-based automotive analyst, Granada sales are set to tumble this year to only 29,600.

Ford is trying to boost sales of its Granada/Scorpio range by improving the specification of every model at no extra cost.

The ageing 2.4 litre V6 engine previously available in the Granada GL, Ghia and Ghia X models is to be replaced by the new 2 litre

DOHC engine, the first twin cam power unit manufactured by Ford in one of its own engine plants.

Granada sales are unlikely to recover, however, before the expected launch in 1990 of a booted saloon version, aimed at allaying criticism that the car has only been available in hatchback form.

The big advance in the UK luxury segment has been achieved by Rover Group with its 800 series. The model, the product of the company's first joint development programme with Honda of Japan which also spawned the Rover Legend.

It had been delayed by the introduction of the Honda 2.7 litre engine to replace the previous 2.5 litre power unit, and the launch last year of the first derivative models.

The Fastback series gives Rover a hatchback executive car including the Vitesse version, the fastest Rover produc-

tion car.

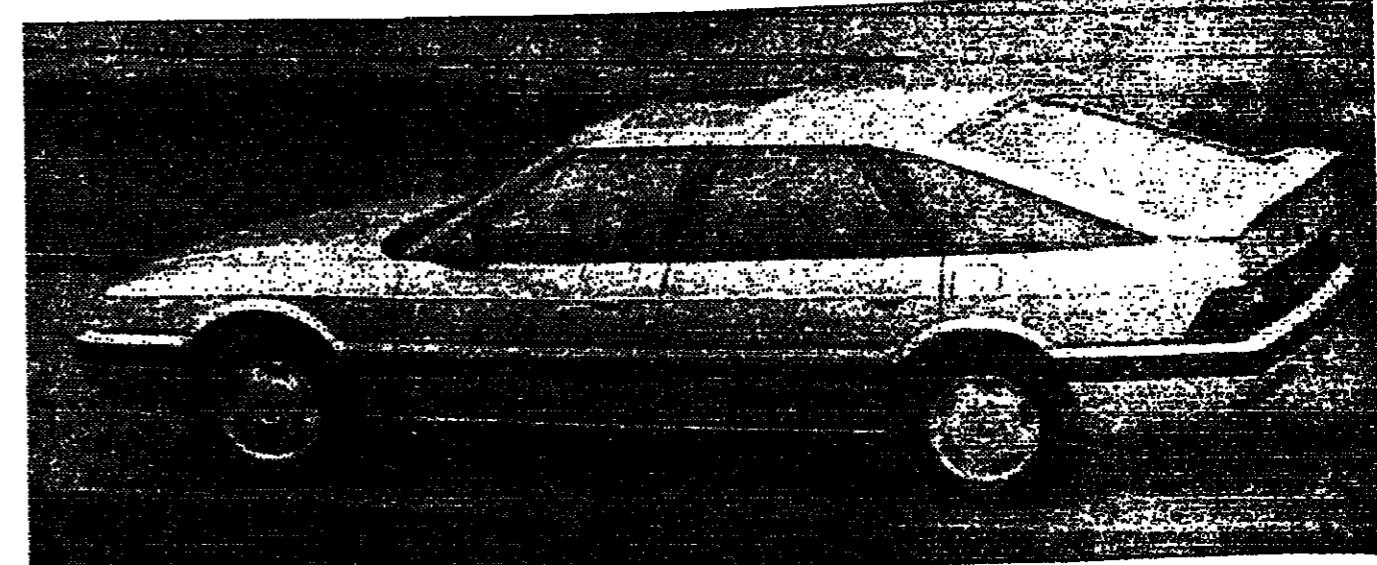
Rover 800 sales in the UK jumped last year by 43.4 per cent to 28,966 from 20,500 increasing the share of the total UK market captured by the 800 range to 1.31 per cent from 1.0 per cent in 1987.

The Vauxhall Carlton has also achieved big gains although not in as spectacular fashion as the Rover 800 series. Sales of the Carlton just stayed ahead of the 800 series in 1988 with an increase of 26.8 per cent to 28,990 from 22,864 in 1987.

Volvo has gained an increasing share for its 700 series with an increase in its UK sales last year of 3.6 per cent to 26,070. This advance was partly at the expense of its ageing 200 series whose sales dropped by almost 26 per cent to 7,904.

Peugeot group of France with launches under both the Citroen and Peugeot marques later this year and in 1990 are likely to further reduce the Granada's hold.

BMW of West Germany is carving out a growing share of the executive/luxury market segment in the UK, after success in the rest of Europe, boosted by the outstanding success of its new 5 Series



The Rover Vitesse, part of a joint development programme with Honda, is the company's fastest production car

launched with the company's so-called "hydraulic" suspension, claimed to be one of the most advanced electronically controlled suspension systems in a production car.

According to DRI forecasts Citroen's sales of the XM in the executive car segment will be introduced in the UK in the late autumn. In the UK it is moving into the executive sector with its 3 litre V6 Maxima saloon launched in October last year.

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Traditional executive car manufacturers are facing a challenge from fresh rivals in the UK market.

Nissan, Japan's second largest car maker, is determinedly

moving into the more lucrative upper market segments in its domestic market as well as in the US and west Europe.

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Jaguar expects output for the full year to total between 50,000 and 52,000 compared with the 54,000 forecast in March. Production is expected to fall below last year's total output of 51,939 with the first annual decline since the start of the company's recovery in 1980.

cent of its sales volume.

In the UK, Jaguar enjoyed a big jump in sales by 4.5 per cent in 1987 - following the launch of its new XJ6 saloon in the previous year - and by 3.6 per cent in 1988. This year, however, the rate of sales growth in the UK has slowed with an increase of only 2.7 per cent in the first five months.

Jaguar output fell by 5.7 per cent in the first three months of 1989, reflecting the weaker sales performance in the US and in contrast to the overall surge in UK car production.

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Kevin Done

## Italy

## Symbol of upward mobility in a land of car worshippers

A JOURNEY on any Italian motorway swiftly presents the acute observer with a good indicator of the nation's growing prosperity - and also of its increasingly cavalier attitude towards the speed limits.

Sailing down the fast lane at speeds between 120kmh and 200kmh are fleets of Alfa Romeo, Lancias, BMWs and Mercedes, to mention just four leading marques. Many of them are chauffeur driven and all, unmissable, are executive cars.

These cars are important status symbols in a country which reveres the motor car and respects outward manifestations of wealth. A translation from a BMW 3 series to an Alfa 164 or Mercedes 190 is a sign of the rising executive or of an increasingly successful family business.

The final choice of vehicle may be influenced by fashion or the loyalty Italians exhibit towards Fiat Group, their national manufacturer. But the essence of upward mobility is to move into that price range which distinguishes the executive car.

Italians, after five consecu-

SEGMENT E SALES	1988	1987
Fiat Croma	41,846	39,084
Lancia Thema	31,937	40,733
Alfa Romeo	29,966	10,095
Peugeot	320	607
Audi	964	1,361
Rover	1,488	1,519
Renault	5,143	5,680
BMW	22,221	16,402
Ford	821	973
Mercedes-Benz	12,406	12,499
GM-Opel	4,446	3,956
Volvo	4,187	4,118

son with the same period last year but that may just be a seasonal blip.

One of the most significant characteristics of last year's market was the dominance of domestically produced cars. This has been a remarkable development since 1984 when the Italian share of executive car sales was only 37 per cent, comprised mainly of Alfa Romeo because Fiat and Lancia lacked strong contenders.

Last year, the Fiat Group, the increasingly satisfied owner of Alfa Romeo, took 66.9 per cent of all segment E sales. This success was reflected in the company's record profits - profit margin on executive cars are significantly higher than on the smaller models which have traditionally been the Fiat staple product.

Fiat's grip on the market began to tighten with the arrival of the Lancia Thema and the Fiat Croma

for performance and gadgetry.

Alfa said that safety features are becoming a prime sales factor for cars in this range and believes that the next technical innovation by manufacturers will be the introduction of four-wheel drive models.

The 164 is the first front wheel drive car produced by the Fiat Group and presumably the experience will be valuable in developing four-wheel power.

The 164 has drawn customers away from the longer-established Lancia Thema which sold 31,937 units last year compared to a peak of 40,733 in 1987.

Fiat said it thought the loss might have been higher and believes that, in marketing terms, it has successfully differentiated the images of the two cars. The Lancia emphasises luxury and has a classy image while Alfa emphasises its sporty, racy performance.

The other most notable development in the Italian executive car market has been the revival, after four years of steady decline, of the BMW.

The German producer's new 5 series and 7 series models have been in strong demand so that total deliveries climbed from 16,402 units in 1987 to 22,221 last year.

No other importer has managed to match this growth. Mercedes-Benz stayed virtually static with 12,406 units against 12,499 the year before. Volvo sold a handful more, 4,187 units against 4,118, while General Motors-Opel pushed slightly ahead from 3,956 to 4,446 units.

Prices of the other three models - the 2 litre Twin

spark, the 2 litre turbo and the 2.5 litre diesel, range from £31,810 to £41,846.

Price is not held to be an important variable in the marketing of executive cars partly because a proportion is purchased by companies (although this is said to be a much less important phenomenon than in the British market) and partly because the prospective owner attaches a higher priority to factors such as safety, relative

## Sweden

## The untimely return of familiar difficulties

SWEDEN'S two automakers - Volvo and Saab-Scania - have been specialising in the executive end of the world car market during the 1980s and until recently their strategy of concentration on up-market models appeared to be paying off. But neither of them can be very pleased about their prospects.

During the first quarter of this year Volvo reported a 20 per cent rise in the value of its sales by the car division, from SKr9,261m to SKr11,078m. But the total number of cars delivered to customers fell by 1,000 to 106,000, compared with the first quarter of 1988, even though that period had been hit by a crippling national white-collar workers' strike.

A breakdown of Volvo's sales figures shows that the company suffered a fall in the sales of its 700 series - from 51,000 units in the first quarter of 1988 to 48,000 for the same period of this year as well as in the older 200 series from 40,000 units to 32,000. The good start by Volvo's 400 series in March in Holland, up from 4,000 to 15,000 in the first quarter helped to compensate for those slight declines.

The market is getting increasingly fierce for Volvo at the executive end. Last year the demand for upper medium class cars, the target area of the Volvo 300 and 400, went up substantially and accounted for as much as 22 per cent of the western European car market. However, the company's share of that segment dropped slightly to about 4.0 per cent in 1987.

The Volvo 200 and 700 series, 13 per cent of the western

More disappointing for Volvo was the market in Scandinavia and the UK

European market last year, maintained their 11 per cent share of the segment.

The stiffest challenge lies in the US, which still accounts for slightly bigger sales for Volvo than western Europe. Volvo's sales dropped by 7 per cent during 1988 in the US, mainly because of the dollar's low exchange rate, though performance did pick up in the last quarter.

This year Volvo has more than held its own in the US through a combination of shrewd marketing and an acceptance of smaller price increases for its models. In the first quarter of 1989 Volvo sold 25,400 units in the US compared with 24,100 for the same period last year.

More disappointing for the company has been the market in the Nordic countries and Britain. The trouble in Scandinavia stems from attempts by governments at reducing consumer demand in economies suffering from growing

balance of payments deficits and inflationary pressures.

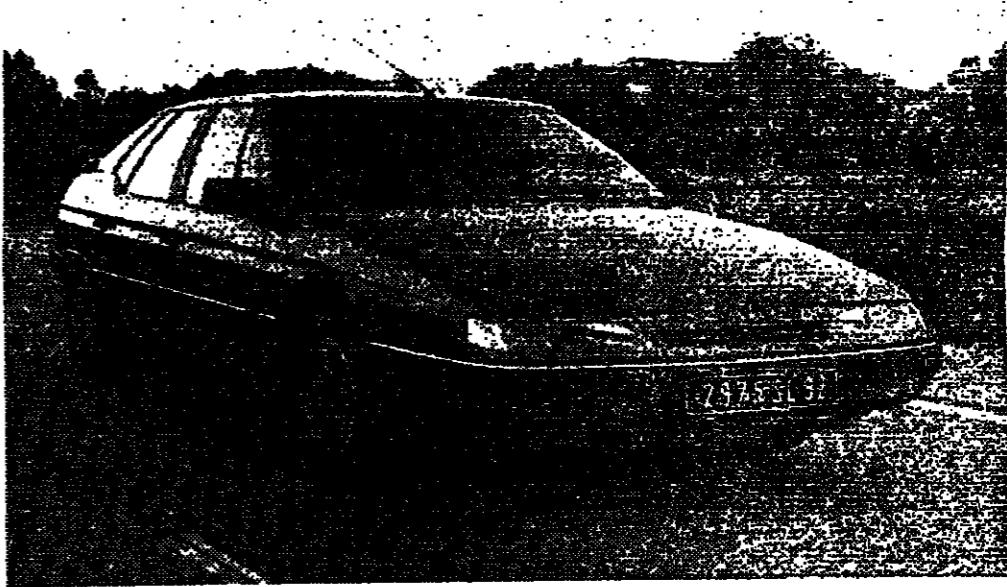
The car market is an obvious casualty in any dampening down of private spending. In Sweden, Volvo sales fell from 19,600 units in the first quarter of 1988 to 17,200 for the same period of this year. There is some hope that last year's decline in company sales to Norway and Denmark could be

reversed during 1989. Volvo intends to make a marketing drive into western Europe and the Far East as a way of diversifying its sales outlets more effectively.

But the company is facing a return of familiar difficulties

## France

## Peugeot spearheads assault on markets at home and abroad



The Citroen XM involved a five-year development programme and investments of FF7.5bn

THE FRENCH car industry this year launched a large assault on the European executive car market next year.

In France, the company's target is to see the XM secure about 2.5 per cent of the car market next year. Citroen says XM production should reach 100,000 units next year with about 50 per cent for export.

Peugeot will also be following up its offensive in the top end of the car market by launching later this year the Peugeot 605 to replace the ageing Peugeot 505. The group believes the two new models will complement each other rather than compete head on. The 605 is likely to be a more conservative car in terms of styling compared to the more idiosyncratic Citroen XM which boasts a "hydraulic" suspension system combining electronics and traditional Citroen hydraulic suspension.

The Peugeot 605 in the executive car market is expected to represent the biggest challenge to Renault which has dominated the domestic market in this segment during the last few years with its R25 model.

The R25 accounts for about 40 per cent of the French executive car market, known as segment H. To consolidate its domestic market share, Renault has introduced a wide range of different engines for the R25 and made a large effort to upgrade the quality and level of options on its restyled top of the range model.

The group is confident that the R25 will continue to compete successfully in this market segment not only in France but also in other European countries although the state car group acknowledges that the new Peugeot models will hurt. In Europe, the R25 has built up a 6.7 per cent share of the executive car market.

However, Citroen has just launched an executive model, the Citroen XM, which has involved a five-year development programme and investments costing FF7.5bn. The group hopes the new model will substantially increase Citroen's share of the domestic executive car market at the same time as helping the marque develop a stronger presence in West Germany.

The assault on the executive car market by the two French car manufacturers also coincides with the strong recovery of both companies.

The private group hopes the XM will wrest about 1 per cent of the overall European car market and between 6.5 and 7

per cent of the European executive car market next year.

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Peugeot will also be following



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She had so many children she didn't know what to do.

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## EXECUTIVE CARS 6

Kevin Done finds the Japanese preparing an assault on the US

## Producers eye baby boom as it moves into middle age

TOYOTA and Nissan, Japan's two biggest car makers, are preparing to storm the last bastion of the world motor industry left unchallenged by the Japanese — the rarefied US market of high performance luxury cars.

In the autumn the two companies are launching luxury car ranges designed for the first time to allow the Japanese to compete with the likes of BMW, Mercedes-Benz and Jaguar in the US, the world's biggest luxury car market. This segment of the world car market has hitherto been the exclusive preserve of a select band of European car makers.

Both have opted to establish quite separate franchises in the elusive search for exclusivity. Toyota chose the name Lexus while Nissan chose Infiniti, following the lead taken by Honda a couple of years ago with the launch of its Acura luxury car franchise in the US.

The first Toyota's flagship luxury saloon, the Lexus LS 400, rolled off the assembly line last month at the company's Tahara plant near Nagoya, en route for the US.

The LS 400, after six years in development and Nissan's rival, the Infiniti Q45, are the most luxurious and technologically advanced cars that have ever been developed by the Japanese automotive industry.

The Lexus will be launched throughout the US on September 1 through a new network of 65 dealers and by the end of the year there should be about 100 dealers in operation.

The first shipment of cars is scheduled for later this month, and the cars will begin to arrive in US showrooms in August as dealership facilities are completed.

Nissan's Infiniti range will be launched two months later in early November. Mr Bill Bruce, vice president and general manager of Nissan's luxury car division in the US, maintains that the Infiniti "represents a whole new way of thinking about building and selling luxury cars." Both Toyota and Nissan will also be selling on price.

Toyota and Nissan lack all

the accumulated heritage and prestige that mark out names such as Mercedes-Benz, Jaguar, BMW or Porsche. They have no tradition in this hallowed segment of the world market and are entering aggressively on price.

Both are pitching their luxury cars firmly in the \$30,000-\$40,000 range, and earlier this month Toyota fixed the base price of its flagship Lexus LS

cars and the \$40,000-\$70,000 demanded by the Europeans.

"Thanks to currency-related price hikes combined with the population moves upwards with the baby boomers moving into their prime earning years, Japanese car makers hope that many baby boomers who bought smaller Nissans, Toyotas and Hondas will now buy their luxury cars as they reach affluent middle age."

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400 at \$35,000. This undercuts its European competitors by \$9,000 to \$26,000. The LS 400 could cost \$43,300 with all available options.

The LS 400 price compares with the \$44,000-\$45,000 for the base model Jaguar XJ6, Mercedes-Benz 300E or BMW 535i. Lexus maintains that in terms of size, specification and performance the LS 400 is more properly competing with the Mercedes-Benz 420SEL and the BMW 735i, where the comparable prices are about \$62,000 and \$55,000 respectively.

Infiniti has not yet announced the prices for its Q45. It hopes to sell 16,000 Lexus cars in the last four months of 1989 and 75,000 cars in its first full year on the market. "Down the road we see the potential for 125,000 to 150,000 sales," says the company.

Little has been left to chance in these billion dollar projects. Mr Toshiaki Oka, Nissan's lead designer for the Infiniti project, spent months living with a family in the US "to better understand the way Americans think and feel about their cars."

The LS 400 began to take shape in the summer of 1985 when the first Toyota design team went to the US and spent three months in the affluent Laguna Beach area of southern California studying the luxury car market. The first artist renderings and clay models were completed during this trip.

The number of households with annual incomes over \$50,000 will increase from 10m to 19m over the next five years.

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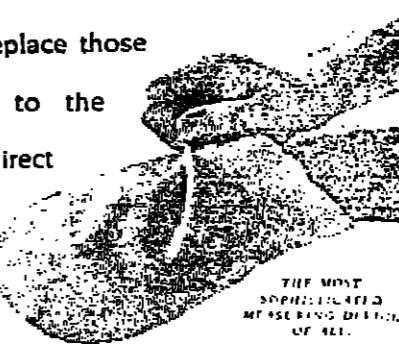
Thousands of people at Mercedes-Benz concern themselves solely with 'quality assurance'. Unlike conventional quality control, this procedure is designed to prevent quality problems rather than rectify them. That's why many of the quality assurance team have to be qualified engineers.

Yet a degree in engineering is no more important than the educated touch of a quality inspector's hands on the pristine surface of a raw body shell.

The only piece of equipment each inspector uses is a brushed cotton mitten, worth only a few

pence. If he is right-handed, the inspector will use a mitten on his left hand which is less hardened by everyday use and therefore more sensitive than the right.

When his experienced fingers are run over a weld joint or body panel, the minutest flaws become apparent. No robot can replace those practised fingers, alive to the smallest nuance, as they direct the hand-finishing of body shell surface. Or reject it as less than perfect.



THE MOST SOPHISTICATED OF ALL.

## HIGHEST STANDARDS IN THE MOTOR INDUSTRY

When Mercedes-Benz build a new car it must equal, or exceed, the toughest standards in the business - standards set only by its own predecessors.

The enduring priority is the need, always, to build safer and better cars. Millions of test miles are driven in every conceivable condition, and innumerable crash tests are assessed. Months of 24-hour-a-day laboratory work simulate years of normal wear and tear. Long-term exposure in purpose-built test chambers, using controlled humidity levels, has resulted in anti-corrosion measures tailored precisely to the specific needs of different parts of the car body. Zinc phosphating, chromatic rinsing, electrolytic priming, PVC coating on all welded joints and the underbody, ensure a corrosion resistant armour. In addition, a creeping wax solution is injected into all hollow body sections, while layer upon layer of primer, anti-chip coating and undercoat, are all added before the top coat is applied.

## COMPUTERS AND ROBOTS ARE NEVER ENOUGH

But the real miracle is the ability of Mercedes-Benz to maintain unparalleled build quality as it meets the challenge of designing today's necessarily more complex motor cars.

The secret ingredient, if secret it be, is the most complicated piece of equipment of all. The human being. From those educated fingers in cotton gloves to the detailed analysis of the quality assurance engineer.

When Gottlieb Daimler called for "The best or nothing" there were no computers or robots, no environmental pressure groups or government safety regulations.



THE BEST A MEASURE OF MERCEDES-BENZ SUCCESS.

But there was a standard demanded and never relinquished. At Mercedes-Benz you'll find as many as three generations of one family working side by side to ensure that every Mercedes-Benz motor car is made as it should be. As it must be. Like no other car in the world.

RUMPT



## ENGINEERED LIKE NO OTHER CAR IN THE WORLD.

## EXECUTIVE CARS 8

IF ALL goes to plan, the march towards a European single market in 1992 should make executive cars cheaper and available from a wider range of sources.

That is a big if. The arrival of a new and more economically liberal European Commission, the organisation in the driving seat for the car industry's approach to 1992, has made the most highly protected car producers feel nervous that they will be subject to the rigours of a free market.

Yet Brussels has only just started to get to grips with the politically sensitive job of scrapping the trade and technical barriers which have traditionally cosseted Community car producers from Japan, their greatest source of competition.

Car production is the biggest industrial sector left out of the single market scheme, perhaps a reflection of its political influence as provider of 8 per cent of EC manufacturing jobs.

The outcome will matter to buyers as well as producers of executive cars, a sector of the market which is just starting to face serious competition from the Japanese who are more focused on cheaper models.

Car liberalisation plans have already drawn protests from France, Italy, and Spain, which feel their producers need some form of EC protection against what they see as unfair Japanese competition.

West Germany – backed by some member states – cautiously supports liberalisation. That could easily change as Japanese executive models like the Honda Legend and Mitsubishi's top of the range Galant, move uncomfortably close to the territory held by BMW and Mercedes-Benz. So there are strong political reasons why the introduction of fresh competition, and presumably cheaper cars, will be slow.

Yet even the most protectionist car industry officials in Brussels accept their market will be forced open one day, even if it will be after 1992. The

big unknowns are how the change will be organised and what kind of transition period can the car industry negotiate via their governments with the authorities in Brussels.

The industry is on weak ground, because many of its technical and trade barriers are contrary to international trade rules.

The Commission's latest attempts to lift the car industry's protective wraps began early this year with the arrival of the free-trade minded Mr Martin Bangemann as the new Commissioner for industry and the internal market.

He stunned a meeting of EC industry ministers in April by tabling a paper proposing the wholesale abolition of bilateral Japanese import quotas.

• To make it possible for cars to obtain a single EC-wide technical approval for the first

time.

This process was started in 1970, with a plan for 44 voluntary technical directives covering all aspects of car design, of which 41 have been adopted by member states. But it was blocked by France 12 years ago because of fears that Japan would be the first to benefit.

The Commission should table the three remaining directives, covering wind-screens, tyres and towing weights, by the end of the year, for subsequent adoption by EC governments. Proposals would follow early in 1990 to make the directives mandatory, subject to member states' approval – so that differing national requirements could no longer co-exist with those of the EC.

• To reduce national disparities in Value Added Tax and other kinds of car tax.

These vary from a mere 12 per cent in Luxembourg to more than 200 per cent in Denmark and Greece. VAT rates should converge naturally under the influence of market forces and the Commission's existing proposals on indirect taxes. But the Brussels authorities might have to take direct legal action on other types of car tax than as trade barriers, said officials.

• There will be no specific EC local content rules as a condition for investment or for access to the Community market, though member states would be free to reach informal agreements on local content on a case-by-case basis.

• Reduce national disparities in Value Added Tax and other

allowing their abortive attempts to use local content criteria to restrict the sale of British-made Nissan in their countries. The paper also stresses that car industry investments must continue to be governed by strict controls on state aid.

At first, Mr Bangemann's fellow commissioners were divided as to whether to adopt this radical plan as official joint policy. Clear economic liberals like Sir Leon Brittan, in charge of competition, and Mr Frans Andriessen, in charge of external affairs, supported him – but the rest were more sympathetic to French and Italian car producers.

That represented a saving of 2.6m European Currency Units (21.5bn), of which Ecu1.7bn comes from lower fuel costs due to tooling and engineering. The rest comes mainly from the reduced labour costs expected to result from the wider

use of robotics, plus the reduced cost of buying common components from other EC countries in a barrier-free Europe.

Of course, the cost savings are slightly different between countries, ranging from less of 4.3 per cent in relatively open West Germany and the UK to 5.5 per cent in France and 5.7 per cent in highly protected Italy.

The average variation between models is less significant, from 2.7 per cent for a small car like a Ford Fiesta or Renault 5 to 2.9 per cent for executive models like the GM Omega or Renault 25. Clearly, the extent to which this feeds through to prices depends on how much competition member states agree to introduce to the market.

The study predicted substantial economies of scale from the wider use of so-called car platforms, the floorpans from which models can be both mass built and easily altered to suit the tastes of different markets.

The 30 platforms used across the EC will fall to 21 by 1992, the study predicted. More producers would share platforms under the general stimulus to do more cross-border industrial co-operation provided by the single market. This would produce an automatic increase in production per platform and a fall in component prices, as car makers buy longer runs of similar parts.

It is impossible to say how much of these savings would come from the direct consequences of exposing the car industry to 1992-type rules and how much would derive from the car industry's own independent technological progress, said the report.

It concluded that at best, the internal market effect was to speed up the restructuring and technical changes already taking place among Europe's car producers.

The European Single Market may lower prices and increase choice, says William Dawkins

## Facing up to a future without protection



Mr Martin Bangemann: stunned EC ministers with his proposals for quotas but economic liberals, such as Sir Leon Brittan (centre) and Mr Frans Andriessen (right), supported him



John Griffiths reflects on the long battle to bring the catalytic converter to Europe

## The 'cat' jumps the final hurdle



Recognition of the VW retrofit catalyst (above) was helped by the soaring use of unleaded fuel.

THE LONG rearguard action by several European states and car makers against the catalytic converter as a means of controlling vehicle exhaust emissions is over.

After December 1993 every car produced and sold in Europe will be fitted with a "cat".

This was greeted with great glee by the catalyst producers, such as Johnson Matthey and catalyst "cannone" – those who install the catalyst in their exhaust systems – such as Ti group.

In theory, every new model executive and luxury car of 2 litres and above launched after October last year should already be fitted with a "cat", as should every car of 2 litres and above produced from October of this year.

That they should do so is provided for under part of an European Commission directive drawn up in 1985 after negotiations which first began

### The commissioners called for a greener solution to the emissions problem

in Brussels in the early 1980s.

That directive, however, was "permissive" – member states did not have to apply it – and in the UK, for example, the Government decided that cars of this category would not have to comply until 1991.

Under this same permissive directive, it was intended that cars of between 1.4 and 2 litres – also embracing many executive models – should meet tougher standards, but not necessarily requiring "cats", by October 1991 for new models and October 1993 for all new cars.

Cars of up to 1.4 litres would have to meet stiffer, but still not very rigorous, standards by October next year for new models and October 1991 for all new production.

The directive, however, represented one of the most grudging of all EC compromises.

The proposed small car standards, in particular, left the door open to Italian, French, UK and Spanish manufacturers to develop cheap lean-burn engine solutions to the standards. This would enable them to avoid the relatively much heavier cost of putting catalyst systems into the small cars on which their industries are heavily dependent.

Equally, it left countries with strong environmental lobbies angered that the standards, and the lean-burn engines, would do a far less effective job of cleaning up the environment than "cats".

By early Spring of this year, there was a large row brewing over Dutch plans to take matters into their own hands inside Holland by offering tax incentives to buyers of cars meeting much stiffer, US-style standards. The entire compromise looked like falling apart.

A dramatic change took place in the course of the car pollution debate on April 9. It

up to 70 per cent in emitted carbon monoxide, hydrocarbons and oxides of nitrogen; but an increase in the level of carbon dioxide – the culprit in the greenhouse effect.

This was because a full, three-way catalyst system gets rid of poisonous carbon monoxide by further oxidising it into "harmless" dioxide. Its other two conversion processes involve separating the nitrogen oxides, which cause acid rain, into genuinely harmless oxygen and nitrogen, and completing the burning of hydrocarbons which can otherwise pass into atmosphere in the form of unburnt fuel to become, by a photochemical process, urban smog.

For vehicle makers, it meant the investment of possibly billions of pounds in new engine management, catalyst and other equipment and the means to produce it. It meant further

development burdens, in line with the Ministers' commitment to find new ways of reducing carbon dioxide emissions – to which lean-burn engines still provided a potential answer.

For vehicle users, it could mean, according to the UK's Society of Motor Manufacturers and Traders, an additional cost of up to £200 per car.

Some vehicle makers regarded this as extremely pessimistic. Companies such as Peugeot and Volkswagen suggested that a price spread of between £300 to £500 was more likely for a three-way system.

In most countries it seemed unlikely that users would be required to pay the full amount – at least until "cats" become an accepted part of motoring life. The June agreement included a provision for national tax incentives which allowed member states to subsidise up to 85 per cent of the cost of fitting the "cats".

Companies, such as Volkswagen, agreed that losses of power and fuel economy existed but insisted that scare stories about large losses have been much exaggerated.

The final, and possibly biggest hurdle, was a meeting of the council of Environmental Ministers in mid-June.

Even then, the sparks refused to fly. The US-style standards for small cars were accepted for introduction by the end of 1992, and while the rules for medium and large cars were still not quite so strict, it was accepted as a matter of course that, over the next few months, full US-style standards would be adopted as mandatory by the start of 1993.

Thus, ten years after the adoption of the "cat" in the US and Japan, Europe was going down the same road.

The decision meant cuts of

envisioned to be made mandatory two years later.

Many observers thought the proposals would run into stiff opposition from France and other small car-making nations.

### Ten years after the "cat's" adoption in the US, Europe was going down the same road

Instead, a week later the European Parliament had backed the Commission. Encouraged by the vote, the Commission in May proposed further tightening of the legislation to include under 1.4 litre

cars in proposed US-style emissions standards requiring "cats".

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a "green" tax concession from diesels. A 2 litre diesel car once cost £23 to register in West Germany, now it costs £133, though the lower rate still applies to catalyst cars running on unleaded petrol.

Some engineers at the sharp end of the business of making the car more environmentally acceptable feel that not enough emphasis has been put on reducing overall carbon dioxide emissions.

The engineers argue that much of the lay comment on the matter, some of it politically-motivated, is wrong, misleading and one-sided. They point to the fundamental problem of environmental objectives being highly conflicting.

Earlier this year his company, which has seen diesel cars fall from about one-half to one-third of its total production, unveiled improved engines with 40 per cent lower particulate emissions. Their hydrocarbon and carbon monoxide emissions, which are considerably lower in diesels than in petrol engines, have been still further reduced.

The new Mercedes-Benz car diesels already comply with European Community regulations.

Whether the direct or indirect injection engine will dominate the diesel car market of the future depends to a great extent on political opinion. To put it another way, whether curbing carbon dioxide generation is seen by governments as more important than reducing particulate emissions.

All the significant players in the diesel car market are developing direct injection engines. Their noise problem is at least partly solved by encapsulating the complete engine in sound deadening material, a technique pioneered by Mercedes-Benz on its indirect injection power units and used by Fiat.

Electronically controlled injection equipment will make the diesels of the future still more frugal on fuel. Multiple valves will raise their specific output and hence their appeal to drivers conditioned to petrol engined cars.

Citroën has announced a diesel engine for its new XM executive car with three valves per cylinder and Mercedes-Benz is known to have a four valves per cylinder car diesel under advanced development.

The engineers argue that much of the lay comment on the matter, some of it politically-motivated, is wrong, misleading and one-sided. They point to the fundamental problem of environmental objectives being highly conflicting.

A prominent British research engineer, recently retired, forecast that countering the greenhouse effect "will force us back into another fuel economy era like the seven-

ties."

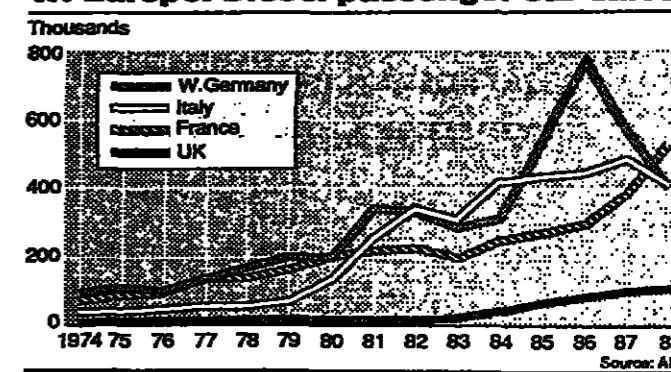
Lead and emission problems would, he said, seem relatively insignificant and it was unfortunate that they had attracted "a mythology of their own."

Mercedes-Benz and other diesel car manufacturers plan further fuel consumption reductions and hope to improve emissions still more. Merced-

## Diesels

### Unpopular twist in the green tale

W. Europe: Diesel passenger car sales



es-Benz development staff spoke of "continuous and remarkable progress" that would result in meeting stringent exhaust emission standards without any after-treatment of the gases.

"By using this technique of improving combustion efficiency, the direct problem of transferring the diesel-related US emission standards to an equivalent European standard set will disappear," they said.

Direct-injection car diesels (confined to Fiat and Rover Group) further reduce fuel consumption compared with conventional indirect-injection. But they are noisier and it may be difficult for them to meet more stringent exhaust emission standards.

Diesel sales are likely to decline further following a decision to withdraw a "green" tax concession from diesels.

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## THE CHAIRMAN'S STATEMENT.

The gentleman above has just made an important announcement. One which will inevitably attract close scrutiny from friend and foe alike.

It concerns the said Chairman's decision to buy a £22,308 stake in a company known as Vauxhall Motors.

A considerable acquisition that trades under the name, the 1989 Senator CD.

The intention behind the purchase is clear for all to see.

It's an affirmation of forward thinking. A clearly stated belief in the advantages of advanced technology.

And in this day and age, technology doesn't come much more advanced than that found on the new Senator CD.

Apply the brakes in an emergency and the ramifications of electronic ABS anti-lock braking make themselves patently clear.

The dangers of slipping and sliding, skidding or skating are dramatically reduced.

This feeling of control is enhanced by the Senator's Advanced Chassis Technology, a suspension system specifically designed to take the suspense out of unexpected swerves.

As for the straight six engine, it's under new management: a Bosch L2 Jetronic system allied to a bank of computers.

Whilst those all-important economic indicators such as fuel consumption and fuel range can be constantly reviewed on the 7-function trip computer.

As one would expect, along with checks, at the press of a button, one can also make choices. Lots of choices.

Whereas the less driven among us may be content with one gearbox, captains of industry can now avail themselves of three.

"Economy" covers normal driving conditions encountered around town. (Tough at the best of times.)

"Winter" is for when climatic conditions take precedence over performance. And "Sports" is for when performance is all.

One can take out similar options on the suspension system.

There is a "Comfort" mode. A stiffer "Sports" mode. And as a compromise between the two, a "Medium" setting.

And as befits a man with the top seat on the board, the seats in the Senator are leather, heated, lumbar adjustable and look out across richly varnished elm trim.

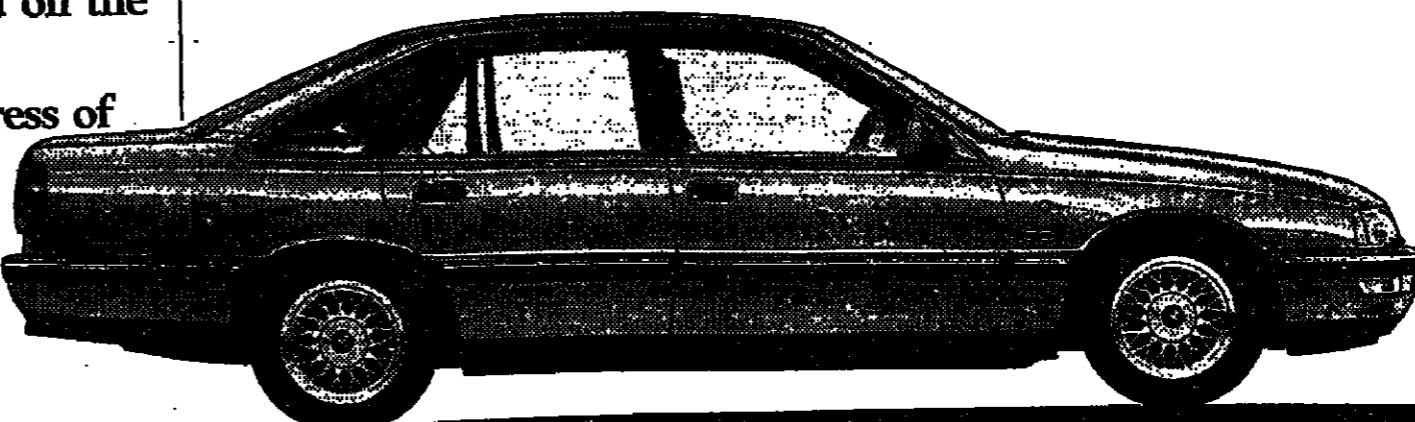
At your beck and call you will also be pleased to find electric mirrors, windows and sunroof, electronic cruise control and, of course, power steering.

In your defence, a deadlock central locking system will keep your investment secure from the attentions of undesirable asset-stripers.

What more is there to report?

Only that with the purchase of the Senator CD, the next few years are bound to be ones of impressive progress.

## THE SENATOR CD.



**VAUXHALL. ONCE DRIVEN, FOREVER SMITTEN.**

VAUXHALL IS BACKED BY THE WORLDWIDE RESOURCES OF GENERAL MOTORS. CAR SHOWN SENATOR 3.0i CD: £22,308. PRICES CORRECT AT TIME OF GOING TO PRESS INCLUDES CAR TAX AND VAT BUT EXCLUDES NUMBER PLATES AND DELIVERY.

## EXECUTIVE CARS 10

There is a wide range of gadgets to help motorists make business decisions on the run, Della Bradshaw investigates

## The office on the move is slowly gaining momentum

THE IN-CAR telephone is no longer a novelty for many business people - in the UK there are about 500,000 carphones in use, and that number is growing rapidly.

Many executives have converted to the practical benefits of making telephone calls from the car, and a great deal of them are looking at other ways of getting and sending information. Over the past two years a host of high-technology gadgets have appeared on the market to help motorists make business decisions on the move.

The most widely publicised has been the so-called "office on the move" an extension of the cellular car telephone, combining the phone with a portable computer or facsimile (fax) machine.

Other emergent services include systems which can give drivers directions and can give warnings of traffic jams.

The only people to exploit the so-called mobile office have been the entrepreneurial one-man business, salesmen or people who need to get written information transmitted quickly - such as journalists.

For the businessman who spends one or two hours a day in the car the problems of setting up a fax or data link have largely proven too costly or difficult.

The technicalities of installing fax machines in cars have contributed to their relatively slow take-up. Most manufacturers have not geared up to produce models that are light-

weight and can run for a protracted period on batteries because so few fax machines are used in this way. As most fax machines need to run off 240 volts of power, they need a power inverter in order to work from the car battery.

In addition, because fax machines are still designed to be used in buildings, they are fitted with a plug to be inserted in a standard telephone socket.

The Nokia Mobira Talkman cellular telephone has an optional British Telecom

More companies are beginning to use the UK's cellular radio telephone network for the transmission of data, but in general it is the company's salesforce which is accruing the benefits.

Computer companies, such as IBM in the UK, have been the first to recognise the benefits of putting their salesforce in cars which can communicate with head office, and, in particular, send order details back to headquarters as soon as a deal is struck.

The cost of setting up a mobile data centre - a portable computer, car telephone and modem (needed to convert the digital signals from the computer into an analogue signal which the telephone can handle) - is about £4,000-5,000.

Much less expensive to install is a system which will give drivers a way of getting data on road conditions. A pilot of this radio data system (RDS) will be launched in July involving at least four local radio stations, in greater London, Essex, Bedfordshire and Kent.

RDS uses a sophisticated version of the ordinary car radio, sending a digital signal alongside the normal audio signal in the FM frequencies. The BBC pilot service will give travel information so that drivers in the four catchment areas will be able to get automatic updates on the local roadworks or traffic jams simply by pressing a button.

The traffic bulletin will be

specially coded on the data channel, and interrupt the broadcast programme to deliver news flashes on traffic conditions. Once the flash is over the broadcast programme will be resumed.

Eventually a variety of information will be broadcast on the data channel, and each programme will be coded according to its subject matter - music, sport, comedy and so on - so the listener can pick the type of programme he or she wants to listen to. In the future printers will be incorporated so that information such as weather maps can be printed out.

Radio sets incorporating RDS services are sold by dozen of manufacturers such as Volvo, Sharp, Pioneer and Grundig, for a retail price of about £200.

By 1992 a more sophisticated way of getting travel information, called autoguide, should be available in the UK.

It will operate through an infrastructure of radio beacons, strategically placed every two or three minutes of driving time in cities (and every five to eight minutes in rural areas).

The beacons will be connected to a central traffic database. As the vehicle passes the beacon, the equipment in the car tells the beacon where the driver wants to go. The in-car equipment then collects information about the fastest route.

The infrastructure equipment can calculate, from the speed it has taken each driver to get from one beacon to the next, whether there are any traffic jams - and can re-route drivers accordingly.

Two consortia of companies - one consisting of Plessey, Siemens, Barclays Bank, the Automobile Association (AA) and Wootton Jeffreys and the other GEC, the Royal Automobile Club (RAC), Logica and WS Atkins - are bidding to put a trial service in the London area, licensed by the Department of Transport. That pilot scheme will cost up to £10m. A trial autoguide system, designed by Siemens, is already in use in Berlin.

Elsewhere in the world a number of less sophisticated systems are in use, from companies such as Bosch of West Germany, Phillips of the Netherlands and Etak of the US. They store information

about traffic routes on a magnetic cassette or cartridge or a compact disc. They cannot be instantly updated to take unforeseen traffic conditions into consideration but they are considerably less expensive than the autoguide systems.

That, says Mr David Tarrant, marketing executive for advanced traffic systems at Plessey Controls, is their main drawback.

"The motorist does not really want to find out where he is - he usually knows that. What he wants to know is the best way - on that day - of getting there. And that's what he's prepared to pay for."

The radio data system uses a sophisticated version of the car radio to receive a digital signal alongside the audio signal in the FM frequencies. The BBC pilot service will give automatic updates on the local roadworks or traffic jams simply by pressing a button.

Women are seen as important consumers, reports Lisa Wood

## When the patronising sales patter finally dried up

LOMBARD North Central, one of the country's largest finance houses, has spent the past 18 months developing their marketing programme for women motorists.

Women have been identified as an important and growing segment of the marketplace as the battle for new car sales intensifies.

For years women have felt that car salesmen have treated them as inferior to the male of the species. Patronised in sales patter and fobbed off with a colour chart and descriptions of how easy the car is to park.

But car sales people are changing their perceptions as market research reveals that women don't just want little runabouts to deliver the children to school or attend the local Women's Institute.

Women, as the car trade is beginning to realise, are important consumers in their own right. According to research published by Lombard:

- In 1985-86, 55 per cent of women travelled to work by car, compared to 38 per cent in 1972-73
- In 1988, 28 per cent of the UK's motorists were women
- Forty-nine per cent of

women drove a car

- Women in this country spent over £1bn annually on cars out of their total disposable income of £36bn

- More than 2.7m people (some 27 per cent) in the UK owned a car with one in four of all private cars in this country

women would become more important in the workforce with the Henley Centre for Forecasting estimate that by

2000 there would be more women in the labour force than men. This is of significance to consumer industries generally.

Do women want anything different in a car from men?

Ms Vanessa Cummings, corporate identity manager of Lex Retail Group, part of Lex Services, the distribution and car contract group, said: "Not surprisingly, we have discovered that women customers don't want to be treated any differently than men. They want to be treated with courtesy and respect by staff who are knowledgeable about their product."

Women would become even

more significant as potential purchasers of cars. Lombard argued. For example, there are now 2.5m women learner drivers compared to 1.7m men.

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"Women don't want to be

patronised by sales people or advertising. Nor do they want to be told that they don't need to know any technical details about the second most expensive purchase they are likely to make."

Women motorists, said Ms Cummings, were becoming just as conscious as men of style.

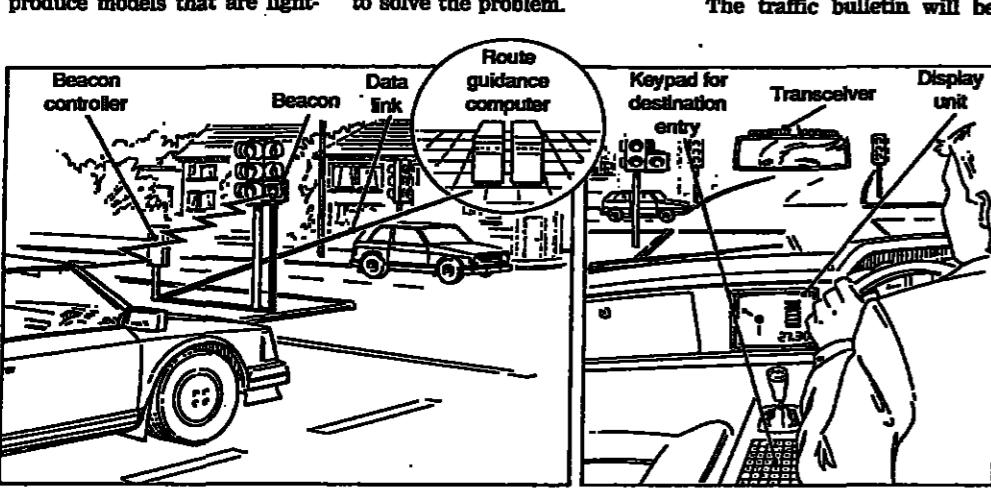
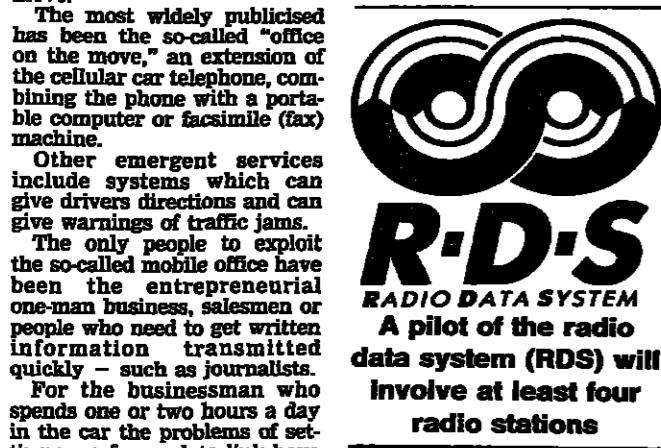
It was a theme taken up by Ms Gill Hopkins, of Lombard North Central: "The executive woman, for example, wants a car that is comfortable and reliable and she is becoming as status conscious as her male colleague."

Companies such as Lombard

North Central - with many garages offering credit facilities for the purchase of vehicles both through Lombard and Austin Rover

Finance, its subsidiary company - said that the main part of their educational programme was to make women feel more confident when they visit a dealership.

"We are also trying to encourage women to find out more about their cars - like checking where the jack is and being able to change a wheel by themselves," said Ms Hopkins.



The Autoguide system uses beacons to convey data to the driver about road conditions.



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## WORLD CAR

### INDUSTRY

The Financial Times proposes to publish this survey on:

13th September 1989

For a full editorial synopsis and advertisement details, please contact:

Colin Davies

on 01-873 3240

or write to him at:

Number One  
Southwark Bridge  
London  
SE1 9HL

FINANCIAL TIMES

Jeffrey

## THE 126 MPH TAX HAVEN.



So what's this, then? Some rather underhand tax evasion hints courtesy of Rover? Perish the thought.

We'd just like to point out that one can enjoy all the rewards of executive motoring without undue reprisal from the tax-man.

In the shape of the two litre Rover 820 Si.

As you know, drive a car a whisker over two litres and the demands from the Revenue verge on the draconian. (And now, thanks to Chancellor Lawson's most recent Budget, the discrepancy between cars with engines above and below 2,000cc is greater than ever.)

But surely two litres means loss of power and second-rate performance, not to mention possible misunderstandings regarding one's status?

On the contrary.

Not with electronically controlled multi-point fuel-injection (Naturally, every new Rover 800 is unleaded compatible.)

The sixteen valve, 140 PS engine powers the Rover 820 Si from standstill to 60 mph with considerable dispatch.

*The 126 mph 820 Si. Many happy returns.* A nimbleness that leaves many of its larger-engined rivals well behind. Cars, incidentally, not only more expensive to run, but also to buy. Driven it would seem by people happy to pay more to drive slower. But in greater comfort perhaps? Hardly.

The 820 Si is as comfortable as it is powerful. Infra red remote door locking, electric windows front and rear, heated electric door mirrors and slide and tilt sunroof (electric, of course) all come as standard.

As does power assisted steering and an eight speaker stereo system; as well as familiar touches like burr walnut fascia and door inserts.

The Rover 820 Si promises you large-engined performance, large car luxury. There is, however, one extra it can't promise.

A large tax demand.



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## EXECUTIVE CARS 12

## Preferred manufacturers (UK)\*

	Larger companies 1989	All companies 1989	1988	Change
<b>Chairman</b>				
Jaguar	40%	45%	44%	+1%
Mercedes-Benz	6%	8%	6%	+2%
Rolls-Royce	11%	7%	11%	-4%
<b>Chief Executive</b>				
Jaguar	23%	40%	42%	-2%
Mercedes-Benz	15%	12%	11%	+1%
BMW	9%	10%	10%	
Rover	6%	9%	7%	+2%
Ford	4%	9%	10%	-1%
<b>Other Directors</b>				
Ford	13%	27%	28%	-1%
Jaguar	26%	22%	20%	+2%
Rover	17%	15%	13%	+2%
Mercedes-Benz	10%	7%	6%	+1%
BMW	8%	7%	10%	-3%
<b>Senior Manager</b>				
Ford	34%	45%	45%	
Vauxhall	16%	17%	15%	+2%
Austin-Rover	19%	14%	16%	-2%

\* Comparative popularity of principal manufacturers. The figures reflect the number of mentions a manufacturer receives in a company's policy guidelines and not necessarily its actual purchase.



Source: Monks Guide

**Kenneth Gooding on the car as a recruitment tool**

## Attracting the talent with improved choice

THE WAYS in which companies allocate executive cars not only give an indication of the general health of UK corporations but also provide an idea about the difficulties, or otherwise, that companies are having in recruiting and holding senior people.

The latest clutch of surveys about the company car market suggest that good executives are in shorter supply than, say, three years ago.

One indicator is the choice of vehicles that companies give executives. At the senior level the car is very rarely a tool of the trade or a necessity. It is simply a perk and it would be counter-productive for a company to impose a take-it-or-leave-it approach to the executive car.

According to Monks Guide to Company Car Policy, during the past year the range of choice improved for executives throughout the corporations it sampled. This represented a large change from the 1988 survey, when freedom of choice seemed to be tightening.

Monks found that this year 73 per cent of directors could choose any car compared with 66 per cent in the 1988 survey. For senior managers, the change was from 51 per cent in 1988 to 56 per cent this year.

The study suggested that one important reason for the change was the growing use of contract hire which could allow complete freedom of choice within a known cost limit.

"For a smaller company without fleet management skills, this approach will be appealing," said Mr Norman Donkin and Mr Tony Vernon-Harcourt, the authors.

Even clearer evidence that the car is a valuable recruitment and effective motivational tool was provided by the Executive's Car Survey conducted by Hertz Leasing and HR&H Marketing Research. The survey showed that 26 per cent of executives agreed that "gaining a company car would be even more important than a salary increase when changing jobs."

Even more significantly, 11 per cent of respondents put especially high value on the provision of a company car by agreeing with the statement that "a better car, even without a salary increase, is a strong incentive to change jobs." The study suggested: "Given the extreme nature of this statement, this should be regarded as a surprisingly high figure."

The concept that a better car is a strong incentive to work

for promotion" was greeted with general agreement among the executives surveyed. But decision-makers at director level had a greater belief in its effectiveness than their junior's attitudes warrant.

The directors, with 62 per cent agreeing with the statement, had a greater faith in its promotional appeal, whereas only 53 per cent of middle managers and salesmen agreed with the statement.

Hertz Leasing study showed there is overwhelming support from all levels within corporations for implementing a clearly defined company car structure, setting choice and model parameters. Some 90 per cent agreed that a structure was important, with 87 per cent agreeing that "the choice of car should improve as you become more senior."

Much of this would suggest

One indicator is the choice of vehicles that companies give executives. At the senior level the car is very rarely a tool of the trade or a necessity. It is simply a perk and it would be counter-productive for a company to impose a take-it-or-leave-it approach.

that a user-chooser system is the best one for a company to implement — one where the individual has complete freedom of choice within certain cash limits.

However, respondents to the Hertz Leasing study created some confusion on this issue. For example, as many as 49 per cent agreed that "a wide choice of cars leads to abuse of the system and to resentment."

Then 62 per cent of all respondents disagreed with the statement that "a company should allow a company car user to improve or upgrade his car choice with his own money as much as he wishes."

Predictably, an overwhelming number of directors disagreed with this (75 per cent of those questioned) but both salesmen (51 per cent) and middle managers (62 per cent) had a similar view, which seems to suggest that the user-chooser policy might be costly in terms of morale.

Hertz Leasing said: "Even the service company sector, where the user-chooser ethic is more rifle, was at best ambivalent about it, with 50 per cent disagreeing with the statement."

Monks pointed out that this list showed Jaguar provided most of the directors' cars in large companies in the UK but Ford provided the benchmark director car in companies with turnovers under £200m.

CASH on the nail — that is the most popular method used by UK companies to acquire cars. About four companies in 10 use this method.

Executives argue that a corporation should use its own money or borrowed funds to buy the company's cars. They suggest this should be the cheapest method of financing because their corporation does not have to contribute to the costs or profit of a leasing or hire-purchase company.

There are other advantages quoted. For example, outright purchase gives complete flexibility and control over the make-up and operation of the fleet.

Is this method really cheaper? It is certainly true that, if the funds were otherwise simply placed on deposit, the loss of investment income would be much less than the cost of leasing cars or buying them on hire purchase.

However, it is much more likely that a corporation would use its funds to develop its own business. The return on this investment could well turn out to be significantly greater than merely placing the funds on

mitting employees to spend their own money to upgrade their company cars. In 1988 only 20 per cent of the companies responding permitted employee contributions whereas this year the figure was 26 per cent.

On the question of free choice, Monks research showed that this year 28 per cent of the chairmen of the companies studied were given a free choice of car. Some 12 per cent were given Daimler, Sovereign 3.6 litre models and — by far the most popular company choice — 33 per cent were given other Jaguar models. Some 7 per cent travel in Rolls-Royce or Bentley cars.

The median cash limit (which relates solely to the minority of companies specifying a cash limit rather than a named model) on chairman's cars was £24,500, according to Monks.

Monks. Although that went up to £30,000 for the larger companies (those with an annual turnover above £200m).

As for chief executives, only 13 per cent were given a free choice, 19 per cent were given Jaguar XJ6 3.6 litre models, 22 per cent were allocated other Jaguar models and 12 per cent have Mercedes-Benz cars. The median cash limit was £25,000, going up to £30,000 for larger companies.

The Ford Granada range accounted for 27 per cent of cars made available for other directors, 22 per cent got Jaguar or Daimler models, 15 per cent had Rover models and 7 per cent had Mercedes-Benz.

The median cash limit was £20,000 (£22,500 for larger companies).

Jaguar's now cover up to 40,000 miles a year, far more than older models, and customers do not like losing their cars for servicing

The standard of service has never been better, says Daniel Ward

## The drive for customer loyalty

MANY PRESTIGE cars are barely superior to rival models from the large manufacturers when viewed dispassionately. However, for the busy executive there may be significant benefits in the service offered by the local Volvo or BMW dealer.

The makers of up-market cars have recognised that customer loyalty does not come solely from designing a good car. Providing a high standard of service is now accepted as a more significant factor in convincing an owner to remain loyal to the marque.

For the busy executive this long overdue recognition of the need to give a really efficient service should prove an invaluable benefit after years of invariably shoddy treatment.

Service receptionists would get requests for a service within the week or fortnight. When the car was brought in early in the morning of the agreed day the owner would have a long wait before examining any problems to a single, helpful receptionist. Estimates of how long the job would take or cost were rarely backed up with a commitment to achieve them.

Now manufacturers appreciate that the service offered by dealers has to move to match the image of the car.

Mr Peter Bullock, managing director of Porsche GB, emphasises: "The customer will come back if he is happy with the service and we have to remember that to our customers time is a damn sight more important than money."

The advantage is with the prestige marques who have fewer and smaller dealers to bring into line and preach the need for customer care to. This also applies to the Japanese makers.

In terms of customer satisfaction, Mercedes-Benz is a little behind two Japanese marques and Saab, according to Monks' customer research covering both the product and the dealer. Behind Mercedes-Benz come BMW, Jaguar, VW and Porsche. Honda consistently tops US customer satisfaction studies.

The transformation of the Jaguar dealer network illustrates the measure of improvement. At the beginning of the 1980s most Jaguar outlets were shared with Austin Rover and the treatment of Jaguar owners was often no different from drivers of Minis. Today, only a handful of outlets remain shared, the rest have staff and facilities dedicated to Jaguar.

The days when it would be at least two weeks before the car was ready to go are a thing of the past.

Jaguar has transformed its dealer network. In the early 1980s the company shared outlets with



Austin Rover and the Jaguar owner was often treated the same as the owner of a Mini model in readiness when the car was launched in the UK to ensure that no customers were given lowly series 3 BMWs if a fault developed with their new 555,000-worth of car.

Dealers, particularly in the provinces, have been slow to extend their opening hours to suit customers rather than themselves. The first step has been the introduction of safe key boxes where ignition keys can be left but now there is a greater willingness to provide service when the customer needs it — even when it is not economic.

Mr Louis Pallantelis, general manager, says: "Two weeks is absolutely unacceptable as some customers would be in danger of invalidating their warranty because they pile up the miles so quickly."

Jaguars now cover higher mileages than the older models. "With the latest car we have seen a completely new type of customer who in some cases covers up to 45,000 miles a year and because of this they do not like losing their cars for servicing," says Mr Thrussell.

Jaguars' Cardiff dealer is now successfully operating a shift system in the workshop which is open for more than 12 hours daily. Restrictions on planning permission are preventing such a scheme being extended to London dealers where the benefits would be considerable.

Dealers have done much to eliminate the crush of customers at the service desk first thing in the morning and late at night by loaning cars to customers or fetching and delivering either the owners or their cars.

The process of booking a car in for service is speeded up at Trimmers of Swanscombe, the consistent winner of BMW's top



Jaguars now cover up to 40,000 miles a year, far more than older models, and customers do not like losing their cars for servicing

service award, by keeping a complete service history of the vehicle on computer. The customer does not have to even remember which service is needed as the records confirm what is required.

When the work is completed no dealer who cares about customer satisfaction would hand a car back without washing and valeting it. For the final touch, Mead Bolton will never allow a customer to wander round the car park in search of his car. It is delivered clean and shining to the door.

An executive driving a prestige car can be reassured that the service offered by UK dealers is probably better than other countries. German customers, in particular, appear to receive a rather average service.

Mercedes-Benz is almost seen as a volume manufacturer in its home country and executives concede that selling a smaller number of cars in Britain means customers receive a more personal service from dealers.

Marques such as Jaguar and Porsche suffer the handicap of sharing dealers with other manufacturers. "In Germany I don't think Jaguar owners enjoy a very good service at all," the dealers are not switched on to customer care," Mr Thrussell concedes.

Porsche shares dealers with VW/Audi and Mr Hans Halbach, Porsche sales chief, admits that the company's British dealers set the standard for all other countries.

In the US, Porsches are sold alongside Audi. Mr Bullock says grimly: "In other countries where Porsche is combined with another franchise the level of service must suffer."

By contrast, US Jaguar dealers compare very well with their UK counterparts. "They are more switched on than we are," Mr Thrussell explains.

In New York almost half the Jaguars are driven by women and when they leave their cars for servicing and go shopping they are impossible to contact if there is a problem. Now dealers issue customers with a pager for the day.

Standards of servicing in the UK, among the prestige marques at least, have greatly improved though the mix remains one of the good and the not so good.

Strangely, customers have been slow to recognise the change. Eager dealers say their biggest problem is informing customers of all the services now available. Reputations change slowly in the motor trade.

Company cars are bought in many ways but Ken Gooding finds the old method is still preferred

## Hire purchase becoming a thing of the past

deposit.

Some companies turn to overdrafts or bank loans to finance the outright purchase of their cars. Experts caution that an overdraft, which is usually subject to recall, is not particularly suited for financing the purchase of a vehicle which will probably be used for two or three years.

A bank loan can be matched to the life of the car but the repayment terms are unlikely to recognise the significant residual value of the vehicle when it comes to be sold at the end of its corporate ownership.

Cars are expensive, require a considerable outlay and then rapidly depreciate. To set up a relatively small fleet of 25 cars could absorb more than £200,000 of a company's cash.

Mr Vernon-Harcourt suggests that many companies do not know the true costs of running their fleets. The average cost of running a typical fleet

car such as a Vauxhall Cavalier 1.6 litre GL hatchback is about £4,200 a year.

From that calculation it can be seen that on a modest fleet of 25 cars, a 10 per cent reduction in costs (achieved perhaps by such things as selecting vehicles which have lower operating costs and higher residual values) would save a company more than £10,000 a year.

While outright purchase remains the most extensively used method of acquiring company cars, contract hire (also known as operating leasing) has made substantial ground in the past few years to become the second most popular.

Contract hire is the term used in the UK to describe the system where the group leasing the car takes the residual value and running cost risks, not the company using the vehicle.

Legal ownership of the vehicle remains with the lessor who sources, purchases and grants what is essentially a long-term rental to the lessee for the use of the vehicle. At the end of the rental term, determined by time or by mileage, the car is handed back to the lessor who is responsible for disposal.

Contract hire provides the historical advantages of leasing for the company using the car — predictable cash flow, tying up minimum liquid funds in a wasting asset and utilising the high residual value of the asset in the payment premium.

There might be another advantage for companies making the switch from owning their own cars. Sale and leaseback arrangements can be made which enable companies to realise often substantial amounts of capital which they

had previously tied up in their fleet assets.

The rental charged by contract hire companies also reflects the fact that the system relieves the lessee of the entire administrative burden. It also allows for the cost of providing each car to be accurately budgeted in advance.

This is because contract hire can include any combination of the following: locating and buying a car of the user's choice; all maintenance and repair costs; vehicle license; replacement car when the hired vehicle is off the road; subscription to roadside breakdown and recovery service; insurance; fuel; and disposal of the car at the end of the hire period.

Most contract hire companies also have arrangements for the fleet user's drivers to use specially-supplied credit cards to buy fuel at a large

number of specified outlets. The fleet user

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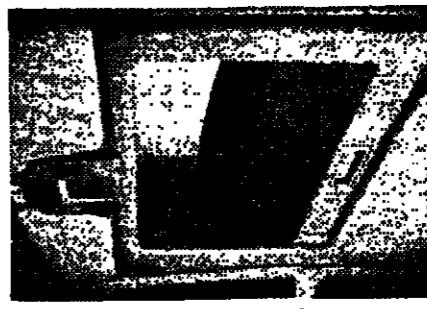


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## EXECUTIVE CARS 14

MR MARK LANDINI could be driving a BMW 320i company car as its price nudges the £15,000 ceiling set by his company. Instead he spent the money on a 1969 Mercedes-Benz 280 SL sports car. It is his first company car.

In the eyes of Mr Landini, who is director of retail design at the for consultants Fitch-RS, the distinctive Mercedes is beautiful. He cares about how his car looks even though he does not profess to be a car enthusiast. "I don't like modern cars. I don't like the way they drive or look."

When he told his company two years ago that he wanted an interesting classic model as

**The 280 SL is rising in value by up to £4,000 annually instead of depreciating rapidly**

a company car every effort was made to arrange a lease contract for it.

Mr Landini went to a dealer and chose the car himself. It has never broken down and he claims it is no more expensive to run than a BMW 3 series. He has found a specialist garage to service his car, at the leasing company's expense, as Mercedes-Benz dealers proved more expensive.

The Mercedes is used regularly even though it is much coveted.

"I don't consider it as something to polish and take

THE COLLAPSE late last year of a high prestige West German sports car project, led by Mr Walther Treiser, former senior Audi engineer, and supported by the West Berlin government, provides a sharp reminder of how difficult it has become for small, specialist car makers to compete with the industry leaders.

For many such concerns the problem has become one of sheer survival. Against this background the Treiser project to produce hi-tech sports cars based on Volkswagen running gear looked particularly ambitious.

The number of truly independent concerns has shrunk considerably. Soaring development and other costs and the probings of, particularly, Japanese car makers into niches once regarded by the specialists as their own, have driven

**For many of the specialist manufacturers the market has become one of sheer survival**

them under the umbrella of larger groups.

Lotus of the UK is owned by General Motors.

Ford has 75 per cent control of Aston Martin Lagonda and owns the AC sports car company once famous for the Cobra at speeds of up to 150 mph on the M1 in the early 1960s prompted the clamour for a motorway speed limit.

Rolls-Royce is part of the Vickers industrial group.

In Italy, Ferrari has become Fiat's automotive flagship and Lamborghini is owned by Chrysler of the US, which also has a minority stake in Maserati.

Even Porsche and Jaguar, two of the most famous of the surviving independent specialists, have found themselves facing a growing array of problems, many caused by their heavy dependence on the North American market.

In terms of profitability, Porsche has appeared able to turn the corner away from its poor performance in 1987/88, when profits plunged by 50 per cent to DM25m from the previous year. In the first half of this financial year, profits rose to DM38m.

However, this was achieved partly by harsh cost-cutting in the wake of the installation last year of Mr Heinz Brantlitzki, formerly finance director, as chief executive. He is a stark contrast to his flamboyant predecessor, Mr Peter Schutz, who had drawn Porsche into relying on the US for 65 per cent of its sales.

The rest of the recovery was

Daniel Ward found an executive in Soho who opted for the classic alternative to the modern car

## Mature mark of beauty and distinction

out only on sunny days", he says. But it is not called upon to pace the length of the country on business trips and rarely makes the journey to the Fitch office in Soho. Mr Landini has decided to buy a small second car to save his pride and joy from the worst of London's traffic jams.

He doesn't regard this as a serious disadvantage because as he cheerfully points out: "At the end of the three-year lease I have the chance to buy the car."

The 280 SL is rising in value by up to £4,000 annually instead of depreciating rapidly like most company cars. Mr Landini would still have a bargain if he had to pay the original £15,000 purchase price to the leasing company but it is likely to be substantially less.

Very few executives have realised the benefits of swapping a Ford Granada for a classic car. Coys of Kensington, classic and vintage car dealer, has "never sold a car that has been put on a company's books," according to Mr Douglas Jamieson, the managing director.

Hexagon of Highgate has an impressive selection of old cars but Mr Paul Michaels, executive, says the Aostons are now being run as company cars through the exec



Mark Landini: found the lines of the 1969 Mercedes-Benz 280 SL rather more interesting than today's equivalents

investment while using it for business "makes a nice theory but they aren't practical".

An old Aston Martin DB6 is perhaps at its worse when being edged slowly through city traffic yet Mr David Eales, service manager at the Aston Martin factory, says such Aostons are now being run as



Mark Landini: found the lines of the 1969 Mercedes-Benz 280 SL rather more interesting than today's equivalents

utes are likely to have another company car for everyday use.

A basic 5,000 mile service would cost £200 but beware the cost of a total restoration if a DB6 is purchased unskilfully. The bill could be as high as £20,000.

The mileage of an older model must be kept down as

value is not to be drastically reduced. One exception is the ever durable Porsche 911 where the depreciation can be as little as £1,500 over two years on a car that is seven years old and covers 10,000 to 15,000 miles a year.

Masterdrive, a leasing company, has three old Aostons on its books and more than half a

dozen other classic cars including a 10-year-old Rolls-Royce Silver Shadow and a highly sought-after Ferrari 328 GTS which costs over £100,000 — more than double the original list price. Clients come mainly from advertising and head hunting companies and the financial sector.

Mr Stephen Barrett, Master-

drive managing director, explains that most of the vehicles are on contract hire with an arrangement to sell the car to the driver at the end of the contract for an agreed price.

Companies are using classic car leasing as a "golden handcuff" for valuable executives by adopting the high depreciation of a conventional executive car to establish the final value.

In the case of one Aston owner, his company wrote the final value of the car down as zero. A valuable perk when you consider that the car, purchased for £20,000, will have appreciated by at least 30 per cent over the three years of the contract.

Maintenance costs can be difficult to calculate but Mr Barrett says drivers have to accept a relatively low mileage limit and an agreed maximum for servicing bills. If they fall below this ceiling the driver is allowed to use the saved money to restore the vehicle.

In one case the leasing company paid for a leather interior to be re-trimmed. For old cars the line between maintenance and restoration is a thin one.

How much can be saved by using a classic car instead of a more conventional company

car is highlighted by Mr Barrett's figures.

Comparing the 25 year-old Aston Martin DB6 (£29,000) on a three-year lease with a new Jaguar Sovereign 2.9 (£27,500) and both covering 25,000 miles, the contract hire cost would be an identical £751 per month. The inclusive maintenance costs for the Aston are estimated at £3,000, double that for the Jaguar.

The difference is that at the end of the three years the Jaguar would be worth £14,000 yet the driver of the Aston could purchase his cherished car for £16,000. Conservative appreciation of 10 per cent per annum over three years would pro-

**Few executives have realised the value of swapping a Granada for a classic car**

duce a "profit" for the driver of £21,700 should he immediately sell the car at the market price.

To this can be added the concession the Chancellor gives to drivers of older cars.

If the vehicle is more than four years old, company car tax liability is based on the original purchase price. Mr Barrett estimates the difference in tax payable would be £760 a year in favour of the DB6 driver.

And what car is Mark Landini considering as his next company car? He says he would like an old Aston Martin.

decide that a suitor merits serious consideration.

Jaguar and Porsche each produce more than ten times the volume of cars built by Rolls-Royce, and nearly 100 times that of most other small specialists.

Rolls-Royce, whose Bentley marque has been revived with spectacular success, made nearly half as much profit in 1988 as Jaguar last year (£23.2m) and saw modest sales growth in all markets. That still represented only 2,800 sales last year, and maybe 3,000 in 1989.

Rolls-Royce, however, is arguably in a niche of its own — although less illustrious specialists who have kept their production levels down to hundreds rather than tens of thousands, also seem able to survive.

Morgan and TVR, two UK specialists each with produc-

**Soaring development costs and Japanese probings have seen numbers shrink considerably**

tion of well under 1,000 units, have continued generating enough profits to stay in business and, in the case of TVR, undertaken modest new product development.

The recent strengthening of the dollar will not immediately benefit the company, for it has bought forward sterling at \$1.70 for the rest of this year.

Sir John Egan, chairman, hopes for a slight upturn in the US this year but it does not look like being realised.

Indeed, sales have fallen a further 6.5 per cent in the first five months and Jaguar has been obliged to follow Mercedes-Benz, Porsche and BMW into offering financial incentives to customers — a measure previously frowned on severely because of its tendency to devalue the product.

It is against this background that Jaguar has been striving hard to develop its product range, including a V12 version of its latest XJ6 saloon and the F-type, possibly the world's most keenly-awaited car, successor to the legendary E-Type sports car of the 1960s and '70s.

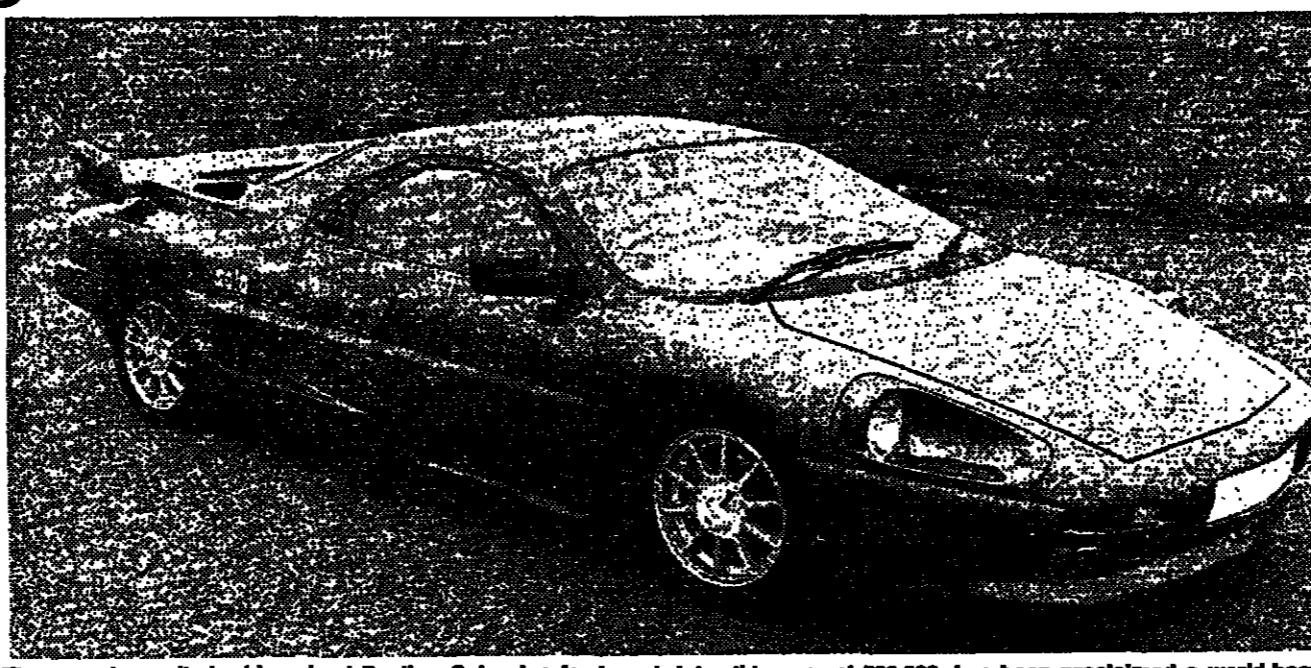
This, however, is not due until 1991 and the question is increasingly being asked in whether Jaguar can keep its own independence after the Government's golden share in the company expires at the end of 1990.

Speculation in late May that Ford was building a stake prior to a bid were promptly denied by both companies. But the flurry of stock market activity underlined just how vulnerable Jaguar is to takeover in the post-golden share era, or even earlier should the Government

only 34 were sold in the UK in the first five months of this year. It has been given a second chance only because Universal Motors, a New York-based specialist car importer, is paying for a complete restyling in the belief that a redesigned car could find 2,000 buyers a year in North America.

The launch of the Panther Solo is also awaited with some eagerness later this year. The £30,000 mid-engined, four-wheel-drive, Ford Cosworth-powered sports car is due to be built at the rate of 300 units a year, and has been proclaimed as a potential world-beater.

Yet it is arriving several years later than intended. This followed the company's takeover and the injection of funds by Ssangyong, an industrial group in South Korea ...



The eagerly-awaited mid-engined Panther Solo, due for launch later this year at £30,000, has been proclaimed a world-beater

other western industries which have come under Japanese domination. The steady retreat up-market and eventual extinction of the once world-leading UK motorcycle industry is one of the best examples.

This concern has been heightened in the past few months by a growing awareness that Japan's car makers will soon be unleashing models

aimed right at the heart of "true" Porsche and even Ferrari territory, as well as that of Jaguar, Mercedes-Benz, BMW and other European luxury and executive car makers.

Honda, for example, next year is launching in both the US and Europe the NSX. This mid-engined, two-seat, 155mph sports car bears a close resemblance to a Ferrari, with an

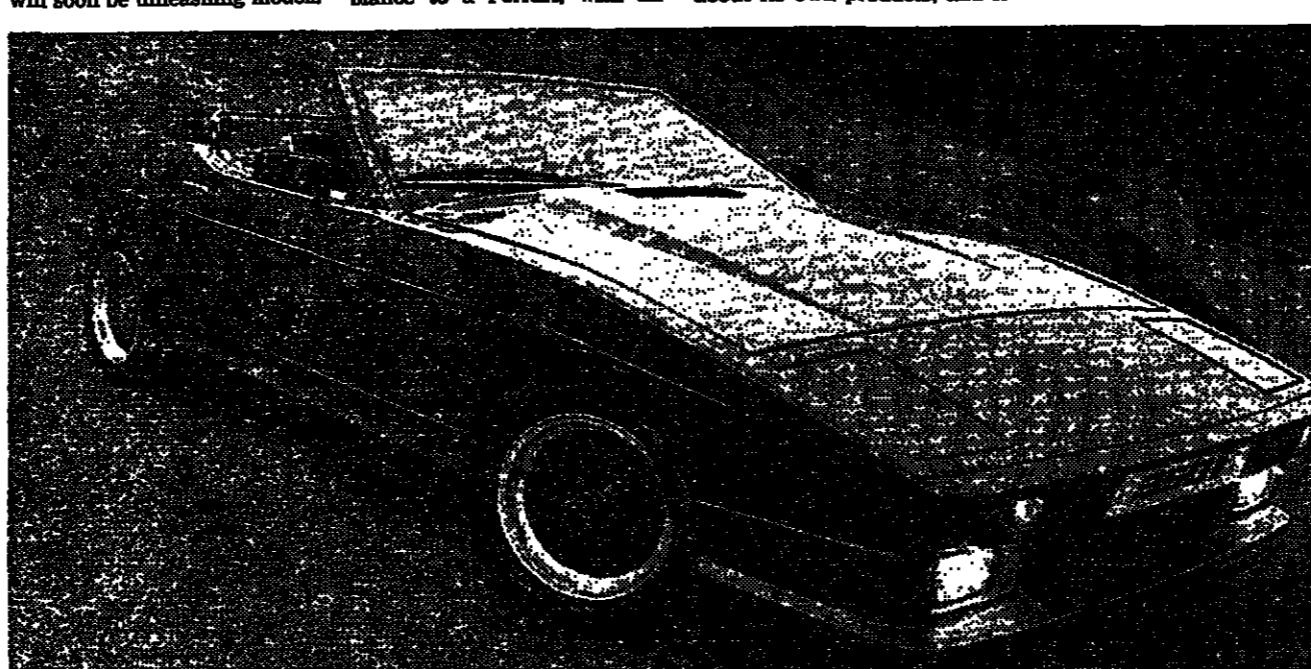
all-aluminium body and loaded with hi-tech features.

Importantly, according to Mr Tadashi Kume, Honda president, it has been designed to be docile enough for even an unskilled driver and to be entirely practical for everyday use.

That is the same kind of language Porsche uses to talk about its own products, and it

appears that the NSX is to be pitched in mid-Porsche range in terms of price. In the US at least, the Honda name has already acquired a cachet for engineering excellence approaching, if not already on a par with, the up-market European producers.

Unlike the UK motorcycle industry, however, Mr Brantlitzki is aware that Porsche —



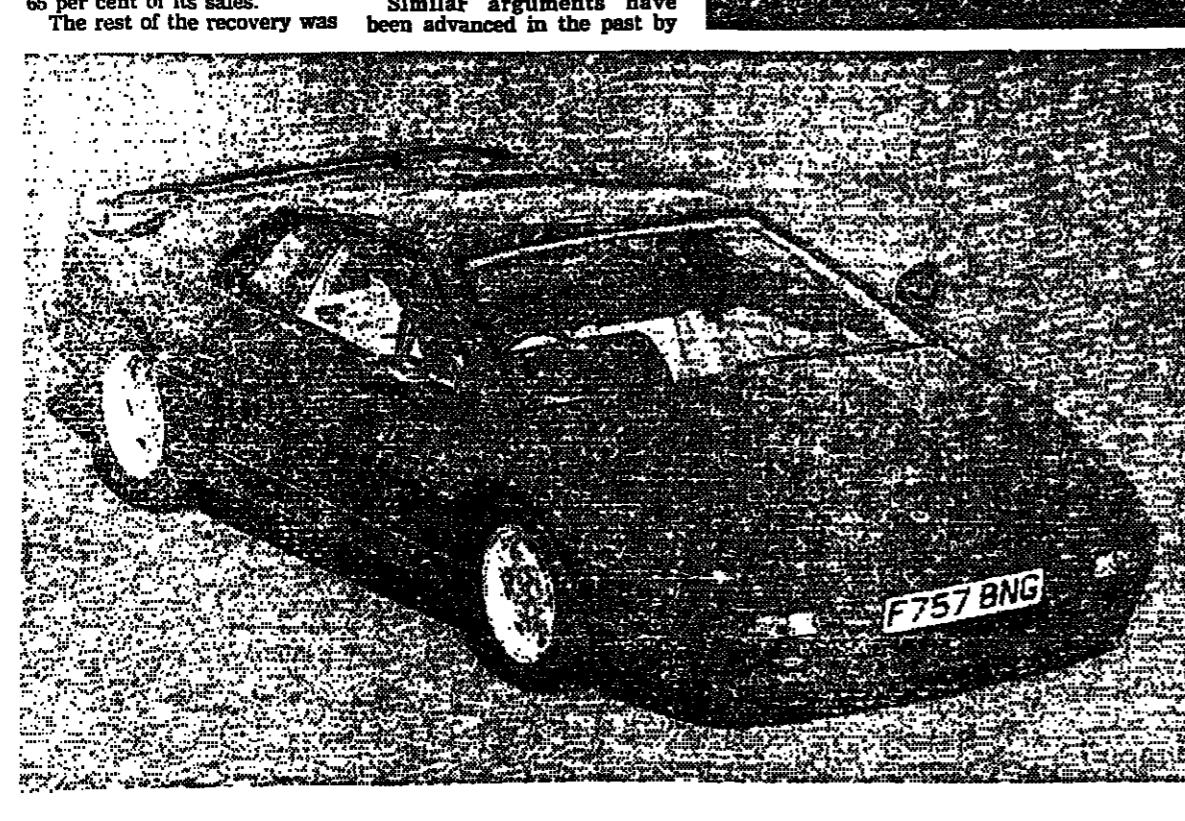
The small specialist manufacturers have had mixed fortunes.

TVR has survived, thanks to the staple 350i (above), on production of a few hundred units a year.

Lotus continues to produce distinctive models such as the Esprit Turbo SE (left) under the tutelage of General Motors.

Reliant had its fingers burned by the demise of the Scimitar SS1 which failed to attract the interest of the sports car driver who was supposedly lamenting the passing of the MG Midget and Triumph Spitfire.

The car drove well but the company saw only 34 sales in the UK in the first five months of production as the styling was almost universally rejected. Reliant lacked the resources to do anything about it. A New York company has funded a complete restyling.



John Griffiths looks at the shape of things to come

## Change of pace quickens

THE PACE of model introductions by the leading manufacturers continues to increase, driven by intensified competition and continuing fragmentation of the market as more niches are explored or even created.

With many of the lessons of two oil crises apparently forgotten, most emphasis, particularly in the executive and luxury sectors, is on performance.

Among executive sector models being launched or in the pipeline are: the Alfa Romeo ES30 coupé, Alfa, a Fiat subsidiary since January 1988, says this is a strictly limited edition car styled by Zagato of which only 1,000 will be built.

The brutal-looking, 156mph vehicle, described by some journalists as one of the most aggressively ugly cars ever built, will cost about £20,000 in the UK, where only 140 will be available from September.

More relevant to the mainstream market is an automatic version of Alfa's much-praised 164 executive saloon which has just been launched.

Alfa's refuelling is to be continued next year with replacements for its 33 and 75 saloons. Both are expected to be more overtly sporting than in the past - in keeping with Fiat's strategy of using the Fiat badge for the volume market, Lancia for executive/luxury saloons and Alfa Romeo for the younger sporting market.

The Aston Martin Virage, unveiled at last year's UK motor show and due for launch in late summer, replaces the

V8 range built at Newport Pagnell.

The Virage will be limited to a few hundred a year, but the Ford-controlled company is investing in new plant and facilities which will allow it to add a higher volume, cheaper car pitched against top Mercedes-Benz and Porsche models in the early to mid-1990s.

BMW, which has invested heavily in model replacement programmes to produce the much-acclaimed 7 and 5 series models, is adding this year at supercar territory with the 8 series coupé.

The car will initially use the V12 engine fitted to its 750iL, but with both more and less-powerful versions to follow. It incorporates much sophisticated electronic technology in another all-new bodyshell.

At a more mundane level, BMW is to introduce a touring estate car version of the 5 series as well as an ultra-high performance "Motorsport" version called the M5. The revamping of BMW's main range will be complete in 1990-91 with the launch of a replacement for the 3 series, its biggest-selling range.

One of Europe's most important executive sector car launches this year is the Citroën XM, to replace the aged CX range. First supplies will arrive in the UK in October.

The car lacks most of the design oddities which once made the Peugeot group subsidiary one of the world's most idiosyncratic producers. How-

ever, the XM maintains Citroën's emphasis on ride quality with an electronically-controlled "hydactive" suspension system.

This is not the full "active" system using two-way hydraulic rams developed and patented by Lotus. First use of the latter is expected to be on the next version of the Chevrolet Corvette sports car, due in the early 1990s.

Meanwhile, the General Motors division has chosen to market the latest ZR-1 version of the Corvette as a Porsche rival in western Europe. It is expected to be made available in the UK during the next year, at a price below £20,000.

General Motors appears to have kept its pledge to Lotus which allows the UK sports car and engineering group to retain its operating independence. However, that has not prevented it from using Lotus' consultancy engineering operations to develop both a new engine for the Corvette and a high-performance version of its European Opel Omega/Vauxhall Carlton executive car.

The latter, unveiled at the Geneva motor show in the spring, will take GM's European subsidiaries into new performance territory next year by virtue of its 360bhp, twin-turbocharged engine claimed to be capable of 170mph-plus performance at a UK price of about £25,000.

The first big result of Fiat's restructuring of its Lancia operations is the launch of the



The Alfa Romeo ES30, described as brutal and aggressively ugly, available from September

Deora saloon. It replaces the R8 developed jointly with the UK's Austin Rover and will be built for Honda to sell in Europe alongside the R8 by Austin Rover.

The Deora is designed to sell at the premium end of the medium saloon market. It is on sale in the Continent but will not arrive in the UK until the end of this year or early next year.

At the exotic end of Fiat's spectrum, its Ferrari flagship company is to launch a replacement for its best-selling 328 model, designated 343, early next year. It will have distinctive styling to its most advanced Testarossa model.

New Japanese models are coming from Japanese producers in waves. The Toyota Lance and Nissan Infiniti executive and luxury cars, will shortly go on sale in the US through separate dealer networks from the companies' mainstream models. Both are aimed firmly at Mercedes-Benz and Jaguar.

This year Nissan will launch its 260SX coupé and saloon range in Europe. The coupé has similar performance to Porsche's 944 but undercut it in price. An all-new 300ZX coupé is on the way and a completely rebodied Prairie seven-seater model for the burgeoning market for "people carriers" along the lines of the Renault Espace.

Honda, meanwhile, is due to introduce a replacement for its Accord executive saloon shortly, while a lower-medium saloon, the Concerto, will also go on sale in Europe early next year.

This will follow the autumn launch of the R8, Austin Rover's replacement for the Maestro and Rover 200. The Concerto is Honda's version of

the RX-7 coupé and convertible.

European producers, however, are remaining far from idle in the face of this Japanese activity.

Both General Motors, through Opel and Vauxhall, and Volkswagen are plunging into the expanding executive coupé market.

Much of the Japanese emphasis is on the sporting sector, and a frisson of concern is likely to have been felt at Lotus as a result of the unveiling by Mazda of the Mista, an open "affordable" two-seater for which advance orders of 3,000 have been taken in the US.

Mazda plans to produce the Mista, which will sell at about \$12,000 in the US, at a rate of some 50,000 units a year, and possibly more if needed.

Mazda believes it will fill the glaring gap left in the market left by the demise of British sports cars such as the MG B and Midget, and the Triumph Spitfire.

The cause of Lotus' concern is that its MI100, open two-seater and successor to its Elan of the 1960s and early 70s, is not due to go on sale until the end of this year.

The new Elan - it may carry the name of its forebear - will be no larger than the Mista, have front-wheel-drive instead of the Elan's rear wheel drive, and be technically more sophisticated. It is also expected to be at least 30 per cent more expensive than the Mista.

Other Japanese newcomers within the next year will include a more powerful version of Toyota's MR2 sports car and a revamped, turbocharged

takes the form of the Calibra coupé. The car is based on the new Cavalier saloon body platform and uses the widely-praised, 2 litre 16 valve engine used in its Kadett/Astra "hot hatchback". The Calibra, to be launched at the end of this year, is claimed to have 140mph-plus performance.

Mercedes-Benz, which has seen some fall-off in sales as parts of its model range have aged, is also taking big product action with the launch of its all-new SL convertible range.

Opel/Vauxhall's response

to the Mista is the 16 valve Corrado coupé, on sale on the Continent and UK, are being joined in this country by a supercharged G60 version in late summer.

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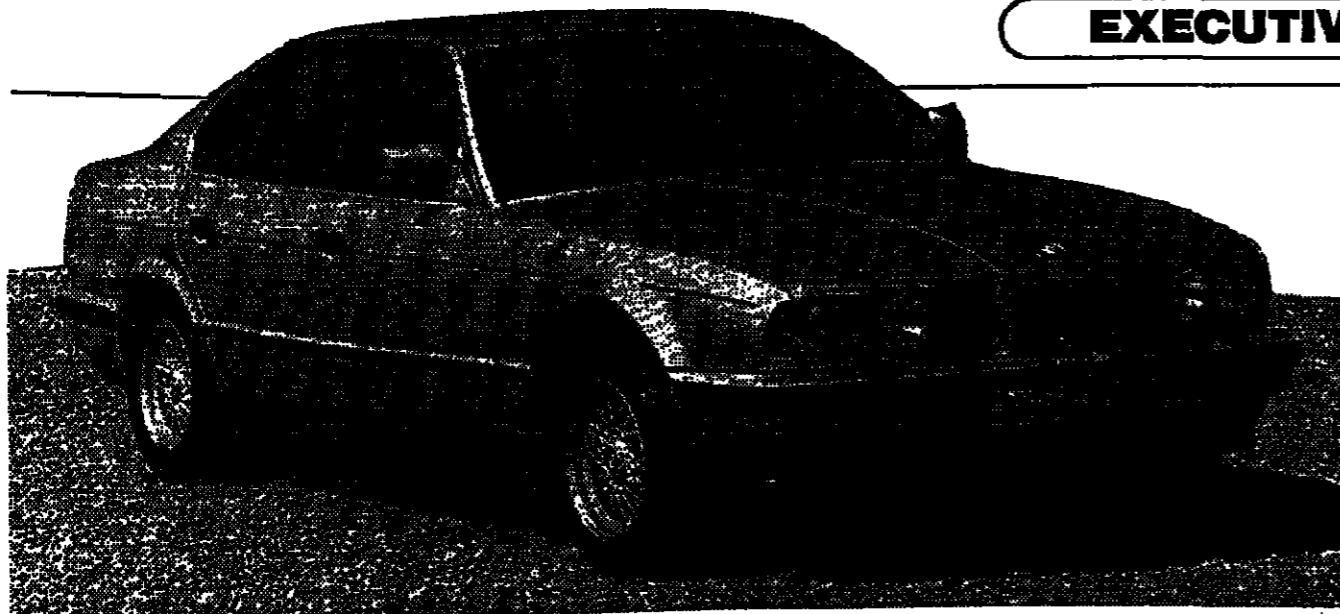
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## EXECUTIVE CARS 16



Stuart Marshall casts an eye over the elite group facing a growing range of restrictions on life in the fast lane

## Reality threatens a world of high performance fantasies

EXECUTIVE CARS continue to be sold to buyers or user-choosers on the basis of promised high performance and luxurious appointments.

Theoretical top speeds of 130 mph and more are possible only on the West German autobahn while neck-jerking acceleration is mostly attained by brutal use of manual gearboxes that executive users increasingly reject in favour of automatic transmissions.

But never mind. Car manufacturers, their advertising agencies and car buyers had better enjoy their fantasies while they can because grim reality is closing in around them.

France has banned the use of illegally-high performance statistics as a means of promoting sales and in West Germany speeds on parts of the autobahn have been restricted by

regional governments. Driven by environmental pressure this can only spread.

Several of the most potent West German executive cars have had their top speeds limited to a not unduly restrictive 155 mph by electronic devices

linked to engine management systems.

Mandatory limitation to a maximum speed of not more than 100 mph/160 kmh, which has been the case in Japan for several years, is only a gleam in European politicians' eyes.

It is a logical, probably inevitable, step, given the emphasis on improving road safety, cop-

ing with increasing traffic density and safeguarding the environment from pollution by emissions and noise.

If the future has its grey tones, the present has never been brighter for the executive car driver.

Pressured by market competition, the car makers have developed product ranges offering unprecedented levels of comfort, safety, economy and reliability.

First fruit of Fiat's rescue of Alfa Romeo from collapse was the Type 164, a large saloon combining some of the marque's traditional sportiness with modern ideas of luxury.

Available with 4-speed automatic transmission, the front-wheel driven 164 has a superb 3 litre V6 engine, lavish equipment and sells at keenly competitive prices.

All Alfa cars are now avail-

able with quattro full-time four-wheel drive. Formidably good handling, road-holding and winter driving safety helps to justify their rather high prices.

The new Audi V8 is a bid to get into that end of the market held by the Mercedes-Benz S-Class and BMW 7 series. It comes, though it is not yet available in this country, with quattro transmission and what might pass as a typically British interior as standard.

Among the traditional executive choices that the Alfa Romeo 164 has to compete with are the BMW 5 series and Mercedes-Benz 200-300.

The BMW, introduced a little over a year ago, is the class leader. It has much in common with the bigger 7 series saloon-powered by a silken in-line six-cylinder engine of 2.5 litres capacity and elegantly

The BMW 5 series (left), launched a little over a year ago, is the head of its class. The elegantly-styled model, which caught some of its rivals by surprise, shares many of the features of the larger 7 series such as silken in-line 6-cylinder engines ranging from 2 to 3.5 litres capacity.

The Ford Granada (right) has seen its commercial performance hampered by the lack of a booted version. Ford plans to rectify this in the near future. The company has introduced a twin overhead camshaft, 16 valve, 2 litre engine for the Granada and the lower range Sierra.

styled.

Citroën's new XM, due in Britain in late autumn, continues the taming of the marque's quirkiness started by the smaller BX. Its hydro-pneumatic suspension has electronic monitoring that reacts instantly to a driver's changing mood.

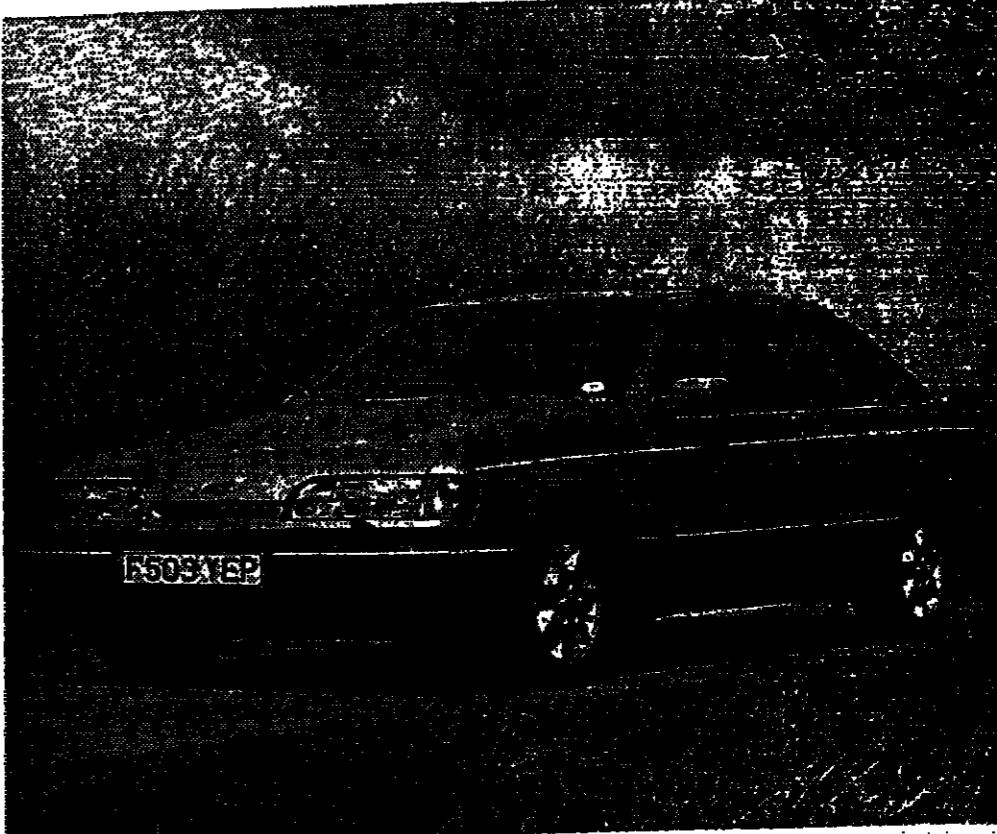
Fiat is building up its Alfa Romeo and Lancia subsidiaries as the providers of up-market cars of a subtly different character.

The Lancia Thema, now available with a 16 valve 2 litre engine, shares many Alfa 164 components. It might be thought of as Group Fiat's Mercedes to the Alfa Romeo's BMW.

The new Deda, based on Fiat Tipo and Lancia Thema components, looks sober but goes well in its larger-engined versions.

Ford continues to suffer commercially from the absence of a booted version of the Granada though this will not be so for much longer. New twin overhead camshaft, 16 valve, 2 litre engines have been introduced for both Sierra and Granada.

Jaguar and Daimler saloons set a standard of traditional luxury, ride comfort and silence unequalled by any rivals. The increased power of larger engines, due soon, will be welcomed.



The Ford Granada (right) has seen its commercial performance hampered by the lack of a booted version. Ford plans to rectify this in the near future. The company has introduced a twin overhead camshaft, 16 valve, 2 litre engine for the Granada and the lower range Sierra.

The Saab 9000 CD (above) has brought added competition to the sector in terms of price. The lower range model is seen as good value at under £15,500.

The Volkswagen Passat (right) straddles a divide between large and small luxury cars sometimes ignored in this part of the market. Behind the car's sober exterior is an exceptionally well-made vehicle with a deceptively large interior.

Fiat sees its subsidiaries, Alfa Romeo and Lancia, as providers of up-market cars which have a subtle difference. The Lancia Thema (below), based on Fiat Tipo and Lancia Thema components, performs well in the larger-engined versions.

Seab has priced its solidly built but spirited 9000 CD saloons shrewdly to take advantage of tax bands. The least elaborately, but still adequately equipped version is notably value at just under £15,500.

Vauxhall's latest front-wheel drive saloon Cavalier is good enough to have persuaded some buyers to trade down from the rear drive Carlton. However this large saloon is one of the better buys for those users who insist on a car with a boot.

The Volkswagen Passat is for those who find the Audi 80 and 90 too small and expensive and the 100 too large. It looks rather sober but feels exceptionally well made and has one of the roomiest interiors in its class.

Vauxhall has improved the ride of some of its large cars, with an elaborate independent rear suspension and without making them any less easy to control.

The new front-wheel drive 460, especially the turbo - is the first Volvo saloon to focus on driver appeal rather than the safety and reliability buyers take for granted.



The Saab 9000 CD (above) has brought added competition to the sector in terms of price. The lower range model is seen as good value at under £15,500.

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## ACCOUNTANCY COLUMN

## Seeking a tax advantage in US-UK takeovers

By Richard Waters

ACCOUNTING and tax differences are beginning to play a role in determining the outcome of takeover battles between UK and US companies.

Goodwill amortization rules put UK suitors at a cosmetic advantage but if US companies structure their acquisition correctly, they can enjoy tax deductions for a part of the transaction that can give their bid a cash flow advantage.

Last month, US-based Ogilvy, the world's fifth largest advertising agency, accepted a takeover bid of 550m shares from third-ranked UK based WPP after failing in its attempts to find a white knight or put together a leveraged buy-out.

One possible reason for its failure was stricter US accounting for goodwill rules which require companies to amortize acquired goodwill against income over no more than 40 years.

UK companies on the other hand can write goodwill off immediately against reserves/shareholder's equity.

At \$54 per Ogilvy share or a total price tag of \$864m, given 1988 assets of \$15.75m, a US bidder would have to deduct at least \$17.8m from its profits every year under US rules. This would have reduced Ogilvy's profits from \$32.9m last year to \$15.1m.

Goodwill in the Paramount bid to take over Time adds up to \$9.2b which will reduce earnings by at least \$30m a year.

In the WPP Ogilvy battle, the second largest advertising firm, entered the fray at the last moment with a stock offer that would have valued Ogilvy's shares at \$59 to \$61, but Ogilvy's shares the cash bid was more attractive.

**Accounting for goodwill is not the only factor that makes US companies' profits look worse than their UK counterparts**

These accounting differences can make a cosmetic difference to a takeover bid, according to Interpublic's chief financial officer Mr Eugene Bland.

"It can make it very misleading where earnings are concerned. Generally financial analysts do realize this and they rewrite UK balance sheets according to US generally accepted accounting principles

before they analyse a bid." Analysts such as Ms Patricia McConnell of Bear Sterns agrees.

"We are concerned on the impact on earnings and the price earnings ratio but in itself the accounting rules would not sway a decision. It would be a factor if the amortization cancells out earnings because we'd be worried that shareholders will question the wisdom of an acquisition that adds nothing to the bottom line," she said.

Take the deal in which UK-based Blue Arrow acquired US-based Manpower for \$1.33b, of which \$1.25b was goodwill.

At that price a US suitor would have had to deduct at least \$30m from earnings every year leaving virtually nothing of Manpower's profits of \$31.1m for the previous year.

At the time of the Blue Arrow bid, the US Congress asked the General Accounting Office, its investigative arm, for a report on the accounting disadvantage.

The Securities and Exchange Commission (SEC) which oversees accounting rules, was not impressed with this report. Neither the SEC nor the Financial Accounting Standards Board, which formulates rules for the SEC, have since considered reviewing the matter.

But US tax rules can make a big difference. Suppose com-

pany A took over company B at a price of \$100m, borrowing the money to pay for the acquisition.

An interest rate of 14% would mean financing charges of \$1.4m - which would be tax deductible provided the deal was structured correctly.

Now suppose that B, the acquired company, has assets of \$10m and annual profits of \$30m.

A writes the acquired goodwill of \$50m down against profits over 25 years. This reduces B's profits to \$3m on paper.

A then sells in valuers who assess the value of intangible assets of B not already on its balance sheet which are worth \$25m (this could include brand names and franchises).

A writes this off against profits over a shorter period of time based on the valuation of the intangibles.

If A does this over 10 years it can deduct the amount amortised - in other words, \$2.5m each year against tax (this only works, though, if the deal was structured so that it acquired the assets of B in the first place, rather than acquiring the company itself).

It sounds easy on paper, but achieving this result may be a little more difficult.

The amortisation depends on Internal Revenue Service approval which is made on a

case by case basis particularly after they tightened up on these transactions in 1986.

Many bids, such as Interpublic's for Ogilvy, would not qualify for the tax advantage since they are for the stock of the target company rather than its assets.

There is also a possibility that valuing intangibles over historic cost will attract capital gains taxation for the seller, pushing up the price.

**A common practice in the US is to incorporate trademarks, say in the state of Delaware, where they pay no tax on earnings from brand names**

In the above example A, the acquiring company, reports profits of \$1.5m, but only pays tax on profits of \$1.5m (\$20m less the \$1.4m interest costs and the \$2.5m write-down of intangibles).

Interbrand, the branding experts who valued the brands of Rank Hovis McDougall in the UK, have advised clients on variations on this theme.

## FINANCIAL CONTROLLER International role

A leading company which manufactures and supplies contact lenses and solutions to opticians worldwide, seeks to appoint a Financial Controller, reporting to the Director, European development region, based at our new offices in South Bucks. Geographic responsibility is for Scandinavia, Benelux, Italy and other Mediterranean countries, and the accounting group is responsible for servicing distributors and group companies throughout these regions, with turnover exceeding 25 million.

Applications are invited from qualified accountants with international experience, a pragmatic approach to business, and a willingness to travel from time to time. The ability to work as part of a small management team, whilst making a high profile contribution to the success of the business, is essential.

Earnings in excess of £25K, plus executive car and usual benefits, will be offered to the successful applicant. CV's with covering letter giving daytime and evening telephone numbers, should be sent to:

Mrs. P. A. Campbell  
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Applications are invited from both male and female applicants.

## Tعلن شخصية خليجية عن حاجتها إلى الوظائف الشاغرة الخاصة التالية:

## 1 - مدير مالي

ند الشاملة / خ - ج - 100

يكون شاغل هذه الوظيفة مسؤولاً عن جميع الأمور المتعلقة بالمعاملات المالية وبالأشخاص الآخرين التالية:-

- التأكيد من سلامة النظام المحاسبي وصحة المعامالت المحاسبية.
- إعداد التقارير المالية الدورية والسنوية.
- تقييم تأثير الاستثمارات وإيداع التوصيات بشأنها.
- الاتساق على أداء ميفي قسم المحاسبة.

على المتقدم لهذه الوظيفة أن يكون حاصلًا على شهادة جامعية في إدارة الأعمال ويفضل من يكون قد اجتاز امتحانات مجム المحاسبين القانونيين أو للمحاسبين للمعتمدين البريطانيين ACCA/ACA. كذلك يجب على المتقدم أن يكون لديه خبرة لا تقل عن عشر سنوات في الأمور المالية ويفضل من يحصل على تقييم الاستثمارات وأن يكون قد شغل منصب مدير دائرة في أحدى الشركات الكبرى لمدة لا تقل عن خمس سنوات. وإن يجيد اللغتين العربية والإنجليزية كتابة ومخاطبة بطلاقة وأن يكون عمره بين 30 و 45 سنة.

يحصل من يقع عليه الاختيار على راتب متز� ونذكر سفره وإقامته إلى سكن عالي مزدوج، ونذكر سفره وإقامته واجازة سنوية مدتها 45 يوما.

## ADMINISTRATION MANAGER

ند الشاملة / خ - ج - 121

يقوم شاغل هذه الوظيفة بتنظيم والإشراف على الشؤون الإدارية المتعلقة بالمكتب.

يجب على المتقدم أن تتوفر لديه الشروط التالية:-

- أن يكون حاصلًا على شهادة جامعية.
- أن يجيد لغادة تامة كتابة اللغة العربية والإنجليزية.
- أن يكون لديه خبرة لا تقل عن عشر سنوات في العمل الإداري ويفضل من يكون قد عمل مدير دائرة في أحدى الشركات الكبرى.

يقدر المرتب بناء على السن والمؤهلات والخبرة بالإضافة إلى سكن مجاني مزدوج ونذكر سفره من مكان العمل إلى مقر إقامته واجازة سنوية مدتها 30 يوما.

## SUPPLY MANAGER

ند الشاملة / خ - ج - 122

يكون مسؤولاً عن جميع القسم المتعلق بالمواد الخام للمنشآت وان يعمل على التأكيد من سلامة التulum للبيئة في المخازن والتأكيد من صحة البضائع المستلمة والأسعار وان يفتح تقارير دورية إلى مرؤوسيه عن كافة المشتريات المحلية والخارجية والاسعار المتطلبة بها. وان يقوم بالتنسيق مع باقي القسم بخصوص ما يتطلبه المشتريات وان يكون قادر على ادارة وتجهيز الموقفين الذين تحت امره.

يجب على المتقدم أن تتوفر لديه الشروط التالية:-

- ان يكون حاصلًا على شهادة جامعية.
- ان يكون لديه خبرة لا تقل عن 10 سنوات في قسم المشتريات في أحدى الشركات الكبرى.
- ان يجيد اللغتين العربية والإنجليزية كتابة ومخاطبة.
- ان يكون عمره بين 30 و 45 سنة.

يتفق الراتب على السن والمؤهلات والخبرة. ويقدم سكن مجاني ونذكر سفره من مكان العمل إلى مقر إقامته واجازة سنوية مدتها 30 يوما.

تقدم البيانات بخط اليد باللغتين العربية والإنجليزية خلال شهر واحد من تاريخ هذا الإعلان وتذكر فيها التفاصيل الكاملة إضافة إلى البيانات التالية حسب جواز السفر: الاسم الكامل، رقم جواز السفر، تاريخ و جهة اصداره و تاريخ انتهاء العمل به، الجنسية، مكان و تاريخ الميلاد. ترفق بالبيانات صور من الملفات المتعلقة بالمؤهلات والخبرة.

ترسل البيانات إلى العنوان التالي:

**Ernst & Whinney**

Accountants, Advisers, Consultants

Mr. John Allen, Ernst &amp; Whinney, P.O. Box 140, Manama, Bahrain.

## Financial Controller

c£32,000 + Car

Hemel Hempstead, Hertfordshire

SELECTION SERVICES

Executive Selection Division



DOUGLAS LLAMBIAS

## TECHNICAL MANAGER/POTENTIAL PARTNER

Qualified Accountants 30-40

to £45,000 + car

Our client is Baker Tilly, a fast-growing firm of chartered accountants seeking to appoint a Technical Manager with the potential to become Technical Partner in due course.

Reporting to the current Technical Partner, the role will comprise maintaining and developing the firm's standard audit and accounts documentation; keeping staff and clients aware of related technical developments by preparing regular bulletins and training material; quality control reviews; involvement on an "ad-hoc" basis in specific technical problems raised in the course of client work. In due time there will be the opportunity to work in investigations and litigation support areas to maintain a practical link to technical work.

Candidates (male or female) will ideally have had experience of large and medium sized audit and accounts work in a "top 50" size practice, have worked for a time in a technical department and be a self starter capable of providing a practical approach to technical problems. Prospects of partnership in the short term, depending on ability and performance.

For more information please contact George Ormrod BA (Oxon) or Geraint Evans LLB or write with a copy of your CV to Douglas Llambias Associates Limited at 40 Strand, London WC2R 0NS quoting reference No. 5200.

BIRMINGHAM 01-552 4401 DUBLIN 01-613 4401 EDINBURGH 031-223 7744 GLASGOW 041-226 8901 LONDON 01-835 9501 MANCHESTER 061-236 5551

## ACCOUNTING MANAGER

Property Group – Wimbledon

c£30,000 + car + bonus + options

A major and dynamic property group, our client has an impressive record. The highly acquisitive group is expanding its interests in the financial services and property sectors, both in the UK and internationally and is producing and forecasting impressive growth.

In a new role, the Manager will be responsible for a small department which controls the core accounting for the UK group, which includes a significant portfolio of UK property assets and rental income of £20 million. Information is to be prepared under rigorous reporting routines and to tight deadlines and sophisticated systems are being established. With an emphasis upon the preparation of management information and control, he or she will have considerable scope within this exciting environment.

Likely to be in their early/mid 30s, applicants should ideally be qualified accountants with experience of running an accounts department. A 'hands on' approach is essential as is the ability to understand complex accounting matters.

Please write, enclosing a career/salary history and daytime telephone number, to David Hogg FCA quoting reference H/843/F.

MANAGEMENT

## Move into Corporate Treasury...

## Treasury Executive

London

c£30,000 + Bonus + Car + Options

With an impressive growth record to date, both by acquisition and internal development, our client is a major multi-national communications group with subsidiaries in over 40 countries. Considerable emphasis is placed on financial controls, giving this high profile plc an excellent reputation in the City.

As part of the small head office function, you will join a young and talented Treasury team sharing responsibility for all treasury and funding issues. Initially the role will be project orientated and will cover areas such as working capital and fixed asset control, treasury systems, cash management and liaison with operational management; you will also be exposed to complex acquisition funding. Candidates should be aged 25-30 with a record of high achievement. A qualified accountant would be preferred but other financial backgrounds might also be relevant.

*Whitehead Rice*

## GROUP FINANCIAL CONTROLLER

West End

Aged 30-35

c£40,000 + Car

With an enviable reputation within the intensely competitive field of Marketing and Communications, our client is continuing to develop its market share both organically and through acquisition.

Reporting to the board, your role will involve the co-ordination and management of the finance function. This will encompass working to tight financial reporting deadlines, cash management control, systems development and liaison with European subsidiaries.

As a qualified accountant with a minimum of three years' commercial experience or an accountant working in practice with

marketing or advertising client exposure, you should also possess outstanding interpersonal skills combined with the ability and intellect to convey precise judgement within a fast moving environment.

A main board appointment to Finance Director, with share options, is envisaged within the short term.

Interested applicants should telephone Giles Daubeney on 01-437 0464 or write to him, enclosing a brief CV, at the address below.

**ROBERT • WALTERS • ASSOCIATES**  
RECRUITMENT CONSULTANTS  
Queens House 1 Leicester Place London WC2H 7BP  
Telephone: 01-437 0464

**A strategic commercial accounting role with a major British Manufacturer**

## Operations Accountant

c.£25,000 + executive car

East Anglia

Our client's manufacturing operation is the largest of its type in Europe. The business has undergone significant change and development recently with a major 25m capital investment programme currently underway. That's not the end either, with further investment to come in high market growth areas.

In this new position, and reporting to the Operations Manager, your brief as an integral part of the Management team will be to provide the strategic financial advice necessary to help achieve business objectives. This is a market led commodity-based business demanding rapid reaction to fluctuations in both world market and customer needs and you will be expected to keep your finger firmly on the commercial pulse. In addition through senior site based accountants you will head up a financial and administrative support team of around 40, responsible for day to day financial and management accounting routines and related systems such as payroll etc.

You will definitely be qualified—probably CIMA—with significant post-qualification industrial experience, almost certainly in a commercially orientated production environment. This will have developed your

appreciation of FMCG marketing and given you a good grounding in computer-based I.T. systems. Your incisive, analytical mind will enable you to quickly appraise and advise on alternative business strategies and options. You will clearly need well developed management skills in order to motivate and lead your subordinate team.

This is a superb career opportunity for an emerging strategist. Rewards are very good and will reward you further as you get to grips with the role. Generous relocation assistance is available to this rural area which combines scenic beauty with nearby access to the major commuting network.

Telephone W.J. Cogle, Senior Consultant, on 061-834 4191 (office) or C.J. Thomas, Consultant on 061-834 6512 (office) or call us on 0484 655937 or 0298 815228 respectively (evenings 7-9pm) or write to Austin Knight Selection, Ref P885, 98 King Street, Manchester M2 4WD.

**Austin  
Knight  
Selection**

TO BE DISTRIBUTED FREE TO ALL  
UK FINAL YEAR STUDENTS

## • GRADUATE • RECRUITMENT

A FINANCIAL TIMES SURVEY

1st NOVEMBER 1989

Just when the supply of 18-20 year olds is set to decline, employers are becoming increasingly conscious that securing an adequate supply of graduates of the right quality is crucial to their success.

For their part most final year students are aware that market power has switched in their direction. They are more likely to scrutinise closely the prospects of a sector and compare what each employer has on offer before embarking on a career.

The FT's Graduate Recruitment Survey will be written by the newspaper's unrivalled team of specialist writers with the interests and standpoint of the final year undergraduate deciding which career to follow very much in mind.

The survey will be given free of charge to every final year student in the UK as well as those attending the top five universities in both West Germany and France.

To advertise in the most authoritative and comprehensive survey of graduate recruitment to be published by a national newspaper to date contact:  
Tim Kingham, Financial Times, Number One Southwark Bridge  
London, SE1 9HL Tel: 01-873 3606, Fax: 01-873 3062

**FINANCIAL TIMES**  
EUROPE'S BUSINESS NEWSPAPER

## Head of Audit

c.£55,000 + Car

This is a corporate level appointment in a major British Group with extensive consumer product and service industry interests in the UK, Europe and USA.

The Board now wish to appoint a Head of Audit who will be responsible for closing a gap in the Group's control mechanisms by creating an effective internal audit function. There will be a small department to recruit, train and manage; terms of reference to refine; priorities to establish and a management education task in raising the value placed on the control element in successful business management. Upward reporting will be in line with current best practice.

Applicants should be seasoned audit professionals, currently holding a high level audit position in another major group, or a senior line finance role in industry, or at partner/senior management level in a major professional firm. The experience, professionalism and confidence to introduce the function with certainty is a pre-requisite. Age guideline 35-45. Base location—central London.

Please apply in confidence quoting ref L414 to:

**Brian H. Mason**  
Mason & Nurse Associates  
1 Lancaster Place, Strand  
London WC2E 7EB  
Tel: 01-240 7805

**Mason  
& Nurse**  
Selection & Search

### FINANCIAL DIRECTOR (Designate)

c.£30,000 + Car + Benefits

Our client is a highly regarded and established company within the meat processing sector with sales in excess of £30 million.

Strategic plans to move the business forward and take full advantage of the development potential create the opportunity for a highly successful and well remunerated Financial Director (Designate).

You will work alongside the Managing Director to ensure business profitability, and also the effective management and development of financial systems to meet the needs of a rapidly changing environment. Probably in your 30s-40s, you must have a good accountancy background, excellent business acumen, and sound management marketing and communication skills along with the ability to take a high profile and make a major impact on the business.

Please send a comprehensive CV in confidence to:

**C.J. BURGESS,  
PLUMMER PARSONS, (Chartered Accountants)  
18 HYDE GARDENS, EASTBOURNE,  
EAST SUSSEX BN2 1PF**

### QUALIFIED ACCOUNTANTS - 2/5 YEARS' P.Q.E. Excellent + car + mortgage subsidy

**"I expect to  
play a central part  
in formulating  
commercial  
strategy"**



To ensure we remain at the forefront of the competitive Financial Services marketplace, we must understand and react effectively to our customers' needs. Midland Group is undergoing an exciting period of change, and in response to this is pursuing a competitive strategy designed to provide those products and services which meet the needs of our personal and corporate customers both in the UK and overseas.

Our success depends on high-calibre personnel who can play a proactive role in the development and implementation of that strategy. In particular, we are looking for accountants, Chartered, Certified or Management, to work closely with senior management to drive the forces of change within Midland Group.

For bright, successful and enthusiastic people, there is much on offer in this fast-moving environment. Our vacancies are just the starting point for a varied career path through a range of Midland's businesses to some of the Group's most senior positions.

For those who show they can meet the challenge, the rewards are high, and not only in terms of career development. Excellent remuneration packages include a full range of benefits—mortgage subsidy, bonus and company car.

To find out more, contact Charles Austin, quoting Ref: A316 at Mervyn Hughes International Limited, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN. Telephone 01 488 4114.



**MIDLAND GROUP**

# Treasurers

## London to £40,000 + Car

Major firm of Accountants seeks graduate calibre candidates with corporate treasury or banking experience to join their corporate finance management consultancy division.

## London c£37,500 + Car

Due to promotion a major UK plc seeks an Assistant Group Treasurer with broad corporate treasury experience. Candidates should be qualified accountants, age indicator 30-40 years.

## Berkshire c£25,000 + Bonus + Car

Household name service group seek a Treasury Manager responsible for cash management, foreign currency dealings, bank liaison and financing. Age indicator 27-35 years.

## London c£25,000

This newly created appointment reports directly to the Group Treasurer with responsibility for cash management, documentation and administration of the function. The role will broaden to cover all areas of the treasury function.

## London £25,000

Major UK plc seek dealer to join a well established treasury function. Previous dealing experience within a bank or treasury function is essential. Please telephone or write enclosing full curriculum vitae quoting ref 329 to:

Nigel Hopkins FCA,  
97 Jermyn Street, London SW1Y 6JE  
Tel: 01-829 4572 Fax: 01-926 2336

**Cartwright  
Hopkins**

FINANCIAL SELECTION AND SEARCH

# FINANCE MANAGER

£25,000  
Banking  
Benefits

FINANCIAL  
RECRUITMENT  
SPECIALISTS  
LONDON

As one of the most respected names in the financial services sector our Client, a major securities house, seeks to recruit an ACA (aged 25-29). The position has arisen as a result of a recent expansion programme in all areas of business.

Working as part of a young central team in a fully computerised environment responsibilities will embrace TSO, Bank of England and Group reporting. Exposure to the core areas of business together with staff supervision make this the ideal first move from the profession.

Candidates will be newly qualified graduates from a large professional practice. Experience of financial services is not necessary. An outgoing and confident personality together with previous exposure to computer systems is essential. Promotion prospects are outstanding either within the Group function or out to a product area.

Please apply directly to Richard Carter at Robert Half, Freepost, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR, Telephone: 01-836 3545, or evenings on 0344 885911. Alternatively, fax your details on 01-836 4942.

Financial Recruitment Specialists  
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## APPOINTMENTS

### ADVERTISING

For further  
information call  
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**Candida  
Raymond**  
ext 3351

**Deirdre McCarthy**  
ext 4177

**Paul Maraviglia**  
ext 4676

**Elizabeth Rowan**  
ext 3456

**Patrick Williams**  
ext 3694

# Financial Director

## INTERNATIONAL PROPERTY DEVELOPMENT SURREY, £ NEGOTIABLE

For the newly established European and Far Eastern division of an innovative and rapidly expanding property company. A plc with turnover this year expected to exceed £250m the company is a pioneer and leader in the field of contracting/developing. Recent corporate restructuring designed to open the way for a major push into Europe and the Far East has created the need for an innovative commercial orientated director to join the newly established international team.

Working closely with the divisional Managing Director and Property Development Director you will be expected to take the lead role in

assessing the financial viability of proposed developments, structuring the deals and negotiating financing. In addition you will, of course, be responsible for establishing and implementing the necessary financial and management accounting systems and controls for the business.

Almost certainly a qualified accountant or banker you will have a minimum of five years experience of structuring and/or negotiating the financing of international property development deals. You are most likely to be working for a bank or related financial institution but may have gained experience with a major international property development group. Knowledge of

raising finance within the European markets is a prerequisite. You must also have sound experience of financial and management accounting. You must be a focused, energetic self-starter, comfortable in a "hands-on" start-up situation.

Resumes please, giving a daytime telephone number and stating details of present remuneration, to: Ian Smith, Coopers & Lybrand Executive Resourcing Limited, Shelley House, 3 Noble Street, London EC2V 7DQ quoting ref: BS72.

**Executive  
Resourcing** | **Coopers  
& Lybrand**

## FINANCIAL CONTROLLER

### South Coast C £27,500 + Car

#### Export Orientated Instrument Manufacturer

A 7m turnover autonomous subsidiary of a fast growing quoted PLC requires a Financial Controller.

Operating from a new purpose built facility on the M27 corridor the candidate would report to the MD and have total responsibility for finance and commercial functions.

A strong background in management accounting against stringent timetable in a light engineering environment is essential. Candidates must be professionally qualified and able to demonstrate ability to develop the existing IBM S/38 and PC network to generate reliable and timely management information.

Compensation package includes the full range of benefits appropriate to a fast growing PLC.

Candidates should forward a CV marked LI/6 to:

STEAD Selection,  
Gray House,  
40 Stoke Road,  
Gosport,  
Hampshire PO12 1JB

## GENERAL MANAGER

A BOARD APPOINTMENT FOR A QUALIFIED ACCOUNTANT  
LANCASTER · CIRCA £40,000 PACKAGE + CAR

Our client has demonstrated their market leadership capability in the development of products that meet technologically demanding applications across a diverse range of industries. They now seek a commercially minded accountant to take this well established £10m volume manufacturing based business, through the next stage of its profitable expansion.

Reporting to the Managing Director, this new appointment will immediately play a major part in all aspects of the strategic direction of the business, as well as improving existing financial and related systems to enhance profits. This will mean first-hand involvement with sales, marketing, product development, manufacturing, distribution and company finance across several group operations throughout the UK and in Europe. Such a high profile role will therefore appeal to accountants, ideally aged 35-45, who have now developed into a more commercial position in manufacturing industry. Candidates must demonstrate strong man-management skills and the presence to operate both with financial institutions and customers at the highest level. The attractive salary package indicated includes fully expensed car, BUPA, and pension, together with relocation assistance where appropriate.

Interested applicants (male or female) should send a detailed CV or ring for an application form on 0625 533364 (24 hours) quoting reference 1552/FT.

HUMAN RESOURCE CONSULTANTS

WICKLAND WESTCOTT  
WW

Springfield House, Water Lane, Wilmslow,  
Cheshire SK9 5Q. Telephone (0625) 532446  
Operating throughout Europe

# Financial Planning & Analysis

Occidental Petroleum (OXY) is a major US based energy corporation employing some 53,000 people worldwide and with an annual revenue in excess of 19 billion dollars.

The London office includes among other functions a large professionally staffed finance group. One of their key roles is to provide financial & economic analyses which make a significant contribution to local and US decision making. It is in this high profile environment that we wish to strengthen our existing team by the early appointment of two finance professionals.

## Financial Analyst

c.£27,000

Fully familiar with computerised systems and used to working to strict time constraints your responsibilities will include the preparation, evaluation and communication of financial and operating information for our UK activities. You will need to identify and analyse at an early stage any exposures that may result from operational, commercial or fiscal changes. This is a challenging 'hands on' role which will require mental agility and an innovative approach to unstructured problems. Holding a formal accounting qualification and probably educated to degree level you will have spent at least two years in a similarly professional environment. Absolutely vital is the ability to identify trends and communicate essential information clearly in order that major decisions can be made.

## Exploration Budget Accountant

c.£25,000

An ideal opportunity to develop your oil & gas experience by joining a small team responsible for compiling our joint venture budgets. You will be responsible for the preparation of JV and own-share exploration budgets, providing continuous review and analysis of the actual expenditure incurred and updating the forecasts as necessary. In addition you will be responsible for the communication of this information to internal management and our joint venture partners.

Ideally you will have a business degree and/or a formal accounting qualification supported by two years oil industry experience preferably in a joint venture environment. Familiarity with joint operating agreements and US accounting standards would be advantageous.

Both positions offer challenge, variety and a real opportunity to make a significant contribution to OXY's operations.



Please send full career details to:  
CLYDE SORRELL,  
EMPLOYEE RELATIONS DEPT,  
OCCIDENTAL INTERNATIONAL OIL INC.,  
16 PALACE STREET, LONDON SW1E 8BQ.

RILEY

# FINANCIAL ANALYSIS CONTROLLER

£30K + Car  
Outstanding Benefits

London · Birmingham · Bristol · Edinburgh · Glasgow · Manchester · Newcastle · Nottingham

# Financial Controller

High Profile Commercial Role in an  
Expanding Food Company

Oxfordshire c.£30,000 + bonus + car

High standards of quality and service have enabled this successful and respected Food Processing Group to achieve a turnover in excess of £124m. The Group's growth both organically and by acquisition has been backed by product development, innovation and a heavy investment programme.

A major division within the Group, with a turnover of £60m, wishes to strengthen its management team by recruiting a Financial Controller. Reporting to the Divisional Managing Director you will be given considerable autonomy and be expected to provide financial and commercial input into strategic policy, business planning and decision making processes. Your experience will enable you to assume responsibility for the day to day control of the finance function through the management of a sizeable team.

**MSL International**

# GROUP FINANCE

## Commercial Role

Acquisitive, growth-oriented plc with interests in the distribution and retail fields in the UK and Europe has the opportunity for a young qualified Accountant to join its Head Office, working directly with the Finance Director and other Board members. Current turnover is c£250 million and further rapid growth is planned, both organic and through acquisition, particularly in Europe.

Responsibilities in this newly created role will embrace a broad-based and balanced mixture of routine and project work. Routine responsibilities will involve the production of monthly management accounts and annual statutory accounts for the Head Office and Group. Ad-hoc responsibilities will include substantial acquisition involvement and developing close working relationships with subsidiary company managers. Some European travel will be required.

The ideal candidate will be a confident, qualified ACA (aged 25-29) from either a major accounting practice or currently in their first position outside of the profession. Working knowledge of a second European language, particularly Spanish, would be advantageous.

Please apply directly to Richard Carter at Robert Half, Freepost, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, or evenings on 0344 885911. Alternatively, fax your details on 01-836 4942.

Financial Recruitment Specialists  
London · Birmingham · Windsor · Manchester · Bristol · Leeds

PROPERTY  
RECRUITMENT  
LONDON

## FINANCIAL PLANNING to £30,000 plus car & benefits South Coast - Brighton

Seaboard supplies electricity to nearly 2 million customers in the South East of England. With a turnover approaching £1 billion, continued growth and the exciting challenge of privatisation, the Finance Directorate at our Head Office is expanding to meet the challenge. Financial planning and analysis will be central to the future control and direction of the business.

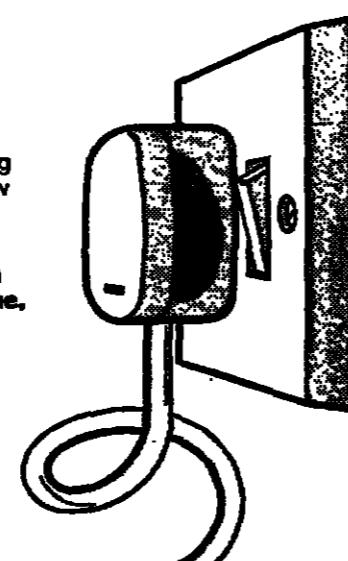
We are seeking two senior Financial Planning staff responsible to the Corporate Finance Manager, who will play a key role in developing these increasingly vital activities to meet the needs of a large plc.

The successful applicant is likely to be a qualified accountant with proven ability, analytical flair, and a commercial outlook. Equally important will be the ability to communicate effectively with top management.

You can look forward to a competitive salary and pleasant coastal location plus all the benefits you would expect from an organisation of our standing. Join us and you will not only enjoy a pleasant working environment but will be involved at the start of a new and unique phase of development.

Please apply in writing, as soon as possible giving full career details to the Administration Director & Secretary, SEEBOARD, Grand Avenue, Hove, East Sussex BN3 2LS, quoting vacancy no: 2712. Tel. Brighton (0273) 724522.

**SEEBOARD**  
Doing a power of good



**BBC TELEVISION**

### Manager, Financial Accounts London

c. £22,000  
We require an experienced Financial Accountant to join our restructured Finance Department within Network Television. Reporting to Head of Accounting Services, Television, your key responsibilities will include the preparation of financial accounts, the application and development of financial controls and procedures and the management of 20 staff. You should be a qualified Accountant with preferably several years operational experience in a large organisation using computerised reporting systems.

Please contact Dave Renwick on 01-743 8000 ext. 7903 for further details, or ring Caroline Prendergast on 01-743 8000 ext. 8751 for an application form (quote ref. 5830/F). Alternatively, you may submit your CV to: Personnel, Room C202, Centre House, BBC Television, 56-58 Wood Lane, Shepherd's Bush, London W12 7RJ.

We are an equal opportunities employer

# Finance Director PARIS

Computer Services  
Industry

**c.650,000 FF  
plus substantial  
bonus and benefits**

We have been retained by an autonomous subsidiary of a multinational corporation, active worldwide with revenues in excess of \$5 billion. Acknowledged as leaders in information technology services, they have an excellent reputation for quality with an established blue chip client base. They are renowned as an aggressive sales and marketing led organisation.

They seek a commercially orientated Financial Director to play an active role in this Company's ambitious expansion plans within Europe.

Reporting to the European Headquarters in the UK you will:

• give strong commercial support to the General Manager, based in Paris

• be responsible for the financial organisation within four European countries

Aged 35-40 years with fluency in both English and French, you will have a business degree or equivalent and ideally be a professionally qualified accountant. Knowledge of US reporting, treasury and European tax aspects are essential. You must have a hands on practical approach with high professional standards, initiative and drive. Ideally with computer service industry knowledge, you will have the capacity to tackle a growing management remit, have a European outlook with experience secured within an international environment.

This is a high profile appointment. Besides an excellent salary, a substantial bonus together with other benefits are available to the performer. Opportunities for rapid progression are excellent internationally.

**NICHOLSON  
INTERNATIONAL**

Interested candidates should write in confidence to:  
Nicholson International at Vigilant House, 120 Wilton Road,  
London SW1V 1Z, England, quoting reference N9058 or call on 01-976 5870.

## Group Financial Controller

*an expanding role  
with significant  
European involvement*

CE25-30,000 + Car      Thames Valley

With a world renowned product base, our client is a successful, highly profitable and acquisitive Group of companies with a turnover of c£150m in the high technology sector.

The mix of business operations throughout the UK, Italy, Germany, France and Holland includes design, manufacturing and sales, through to smaller sales and support operations. To a very large extent, success in this position is dependent upon the ability to build a sound business rapport with the European Management Teams.

Reporting to the Group Financial Director and with a major involvement in recent acquisitions, you will be responsible for the effective and timely transfer and interpretation of management information to the Board from all operating companies.

Spending several days per month in Europe, your brief covers all aspects from review of accounting systems, through to complete company reviews and acquisition feasibility studies.

In this senior commercial role, your ability to interpret trends and your personal view of strategic implications is as important as first class detailed accounting skills. You are likely to be fully qualified with a solid base of financial and commercial accounting, with that rare combination of business vision, personality and the ability to influence change. The rewards package reflects the importance of the position and it is generally seen as a stepping stone to other career opportunities.

To make an immediate application please telephone Gill Wignall on Linkline 0800 269703, weekdays 9.00 am -

5.30 pm, Thursdays until 7.00 pm, or  
send your CV to Tony Clay,  
Link Management Selection,  
5 Queen Square, Bristol BS1 4JL.

**LINK**

## Accountant Financial Control

£27,000 plus car & benefits  
London

A major international corporate communications organisation seeks a qualified accountant for a new role as a key member of the financial management of the company.

Reporting to the Financial Controller, your task is to look inwards into the reporting procedures and systems and ensure that effective financial control is exercised in accordance with US requirements. You will work closely with line managers assisting them to interpret technical accounting matters and

will be responsible for consolidating the accounts for onward transmission to the US.

The focus of this job is the control exercised through consistency and discipline in producing financial accounts and management information.

A qualified accountant is sought, with at least five years post qualifying experience in a multinational organisation. Strong technical accounting skills combined with a knowledge of US

reporting and US GAAP are essential. The rewards package is negotiable and reflects the importance attached to this position. In addition to the salary there is a car, pension arrangements and private health care.

Applicants should send a full CV detailing salary and quoting reference MCS/5134 to Jamie Whitaker at: Executive Selection, Price Waterhouse Management Consultants, No. 1 London Bridge, London SE1 9QL.

**Price Waterhouse**



**COURTAULDS**

£35,000  
Car  
Relocation  
Dishwasher

**PROGRESSIVE  
MANAGEMENT**

## HEAD OF GROUP AUDIT

*An Influential Role in a Performance Culture*

"There could not be a better time to join Courtaulds. Our future looks promising. Why not become part of it?"

Richard Lapham, F.D.

Courtaulds is an international Group with a world presence in fibres, coatings, films, packaging and textiles. The Group's sales are £2.6 billion and it employs 56,000 people in 38 countries.

Due to promotion to a Financial Directorship, Courtaulds is seeking a new Head of Audit. He or she will be expected to take the lead in developing and broadening an established audit function which plays a key role in ensuring the quality and reliability of control across this highly decentralised Group.

The successful candidate is likely to be a qualified Accountant and must have a high level of professional skills and technical expertise in internal audit as well as the credibility to liaise at main board level. It is unlikely that a person under the age of 33 would have the necessary experience but maturity should not be a barrier to application.

Salary is unlikely to be less than £35,000 but will not be a limiting factor for an outstanding candidate. The package will include a prestigious car and the usual large company benefits.

Please apply directly to Angela Wright at Robert Half, Finspots, Brook House, Spring Gardens, Manchester M2 2BQ. Telephone: 061-236 0101 or evenings and weekends on 061-434 8429. Alternatively, fax your details on 061-236 1024.

Financial Recruitment Specialists  
London - Birmingham - Windsor - Manchester - Bristol - Leeds

## FINANCE DIRECTOR

£35,000 + 25% Bonus + Car

A combination of investment in their existing business and in acquisitions has helped our client's sales and profits grow by more than 20% pa in each of the last two years. As part of a highly successful £250m British plc, the company now has sales of around £50m pa and is a market leader in the manufacture and marketing of high volume precision products.

Due to internal promotion, a Finance Director is required to play a key role in the overall management and strategic development of the business. This will include directing long range planning, budgeting and management and financial reporting activity and the further development of computer systems.

Candidates will be qualified accountants aged 35-42. A degree in a technical discipline is also desirable. Experience in

monthly and annual reporting, systems development, business planning and forecasting within a high volume manufacturing, light engineering or consumer durables environment is essential. A strong but diplomatic approach and a record of achievement to date will be required.

Attractive benefits include a competitive salary, performance related bonus (25% plus pa), executive car, life assurance, personal accident and private health care, contributory pension scheme and generous relocation expenses if appropriate. There are excellent prospects for career development in the Group.

Please write with a full CV to Richard Brasher at the address below or telephone for further information.

Surrey

**MKA**

MKA EXECUTIVE SEARCH AND SELECTION LIMITED  
MKA House, King Street  
Maidenhead, Berks SL6 1EF  
Telephone: (0628) 75956 Fax: (0628) 770065

Maidenhead, London, Worcester

**S.W. LONDON**

**c.£35,000 + Bonus + Car**

Our client, a major international computer company, requires a young and ambitious tax specialist to assume responsibility for all the UK tax affairs of the Group.

Ideal applicants will be in their late twenties or early thirties, with a proven record in top level corporate tax. The preference is for an Honours Graduate with a recognised accountancy and/or taxation qualification.

The job holder will report to the Manager, Worldwide Tax and become progressively involved in the sphere of international taxation. Good communicative and general interpersonal skills are essential, including the capacity to interpret technical matters and taxation strategies for other senior managers who are non-specialists. There will also be liaison with various external tax advisors, the Inland Revenue and VAT Officials. Career prospects are excellent.

Other benefits include 25 days annual holiday and private medical insurance.

For further particulars please contact GABRIEL DUFFY or JANE BARCLAY, ACIS on (01) 831 2288 (Evenings and weekends) or (01) 202 7478. Alternatively write to GABRIEL DUFFY CONSULTANCY, 31 SOUTHAMPTON ROW, LONDON, WC1B 5HJ.

**Gabriel Duffy Consultancy**

## MANAGER UK TAX

**S.W. LONDON**

**c.£35,000 + Bonus + Car**

Our client, a major international computer company, requires a young and ambitious tax specialist to assume responsibility for all the UK tax affairs of the Group.

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**Gabriel Duffy Consultancy**

## Group Chief Accountant

c.£45,000 + Benefits

Our client is pre-eminent in the world of insurance and re-insurance broking.

From the Company's formation in the early 19th century, substantial organic and acquisitive growth has led to increasingly diverse business activities and a complex global structure.

Internal restructuring has created the need at a senior level for the appointment of a Group Chief Accountant. This position reports to the Group Financial Controller and in turn carries responsibility for both the financial accounting and taxation departments. The principal areas of involvement will be:

- \* Compliance with international accounting standards, taxation and VAT requirements
- \* Providing specialist services to Group companies
- \* Production of year end statutory accounts
- \* Advising on corporate structures, acquisitions and disposals



Michael Page Finance

International Recruitment Consultants  
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham  
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

## FINANCIAL CONTROLLER

World leading publisher of entertainment software

### Langley, Slough

Founded in the early 80's, Electronic Arts has grown rapidly to worldwide sales of \$70m. The UK Company was established in 1987 as the base for European expansion. Turnover this year will exceed £5m.

It employs around 35 people and a young qualified accountant is now sought to join the small executive team controlling this profitable business. The usual accounting + MIS responsibilities are at the heart of this role but the total brief is much wider, demanding someone with strong commercial instincts and a lively personality. The Company and its staff are young, informal and management success derives from leadership by example. Experience of publishing and/or software sectors would be useful.

c.£30,000 package + car

Electronic Arts Ltd converts US products for European markets and is increasingly developing its own product range. Essentially, it is a publishing and distribution business, drawing upon a group of independent creative software artists for its products, many of which are international success stories in a highly competitive, "fashion" led market.

Growth prospects are good and share options in the US parent will be offered along with an attractive range of benefits. There will be occasional trips to California and to Europe. Appointment as a Director should follow within two years.

To apply, please send details of your career to date to Mike Smith, ref E/NJA.

## KPMG Peat Marwick McLintock

Executive Selection and Search  
Abbotts House, Abbey Street, Reading, Berkshire RG1 3BD.

## Treasury Manager

£25,000-£27,500 + Benefits + Car

Our client is a major U.K. quoted company with growing U.K. and international operations.

A person is now sought to take responsibility for the day-to-day management of a busy treasury operation and to assist, and deputise for, the Treasurer in carrying out all of the responsibilities of the treasury department. Key tasks will be to ensure operational control and that treasury systems are effective, to manage the provision of forecasts and reports for management purposes, and to assist in the maintenance of effective banking relationships and in the documentation of all funding initiatives.

The person appointed, who will preferably be in their mid-thirties, will have had between five and ten years' previous experience in treasury and/or banking operations and administration,

and will have a wide knowledge of the money and foreign exchange markets together with experience of utilising current risk management instruments and techniques. A professional qualification in treasury, banking or accounting would be desirable. Strong administrative and management skills will be necessary.

An attractive salary will be supplemented by a benefits package which will include a car and profit sharing. The company's head office is in the western home counties and relocation assistance will be provided where appropriate. If you wish to apply for this position please write in confidence - enclosing a CV to Douglas Austin, reference 7125, MSL International (UK) Ltd, 32 Aybrook Street, London W1M 3JL.

**MSL International**

## Finance Director

Commercial Property Development  
to £40,000 + Car + Substantial benefits  
M4 Corridor

**financial** SELECTION SERVICES

Executive Selection Division

Our client is a highly successful property development group which, under the active management of a dynamic and highly-motivated team of professionals, has established itself as one of the leaders in its field. It is already one of the U.K.'s fastest growing companies, with a broad base of profitable operations, and ambitious plans for further expansion through organic and regional growth, as well as joint-venture activity.

To further strengthen its management team, they are seeking to appoint a Financial Director to provide the financial focus for its established and growing Commercial operation. Reporting to the Group Finance Director you will be a key member of the Commercial management team providing full business support to the Managing Director. In addition to supervising the preparation of accurate and meaningful management information, you will be responsible for the development and presentation of financing proposals and joint-venture agreements, and work closely with financial institutions and business partners in the funding, management and control of projects.

For this demanding and challenging role, in which you will have every opportunity to make a major contribution to the profitable development of the business, we are seeking a qualified accountant, most likely aged 30 - early 40s, who can demonstrate a successful career record of achievement to date, together with proven experience in the commercial property development sector. Above all, you will have the personal integrity, commitment and maturity of business judgement to ensure your career development with the Group, with the possibility of a main Board role in the not-to-distant future.

Please write in confidence to Neil Wex, Consultant to the Company, with full career details, including current remuneration package or, ideally, phone him on 01-387 5400 (evenings 0923 819298) for an initial discussion. Financial Selection Services, Drayton House, Gordon Street, London WC1H 9AN.

## European Controller

£30-35K

### Paris

The individual we seek will be a chartered accountant aged 35-45, technically competent and with broad experience gained at senior level within a complex group structure. Whilst specific industry experience would be useful, it is not essential. Much more important is a pro-active approach to problem solving, and the ability to control and work within stringent deadlines.

There may be some opportunity for international travel, but this will not form a major part of the role. This is an exciting and rapidly changing period for both the City, and the Group, thus for any committed individual, career prospects are excellent.

To investigate this opportunity further, contact Diane Forrester ACA on 01-831 2000, or write to her at Michael Page Finance, 39-41 Pascoe Street, London WC2B 5LH.

flow and stock levels, the harmonisation of the computer systems and the supervision of the purchasing function.

Candidates should ideally be qualified accountants who will have spent at least two years in an operational financial role, preferably in a distribution company. Knowledge of French and/or German is essential.

Please contact Ivor Alex in Paris on (01 33 1) 42 89 30 03 or write to him enclosing a comprehensive curriculum vitae and quoting ref. no. 1A 1620 FT at Michael Page France, 10 rue Jean Goujon, 75008 Paris, France.



Michael Page International

International Recruitment Consultants  
London Amsterdam Eindhoven Brussels Antwerp Paris Lyon Sydney

## Group Accounting Manager

c. £50,000 + F/E Car  
+ Generous relocation

### East Midlands

Our client, a major plc experiencing growth organically and by acquisition, is looking to strengthen its head office finance function by the appointment of a Group Accounting Manager.

As part of the senior finance team, the position will take responsibility for the preparation of complex consolidated statutory accounts, monthly management accounts including board commentaries, budgets and cash flow forecasts. The Group operates to strict deadlines and employs a dedicated computerised accounting system.

Applicants for the position should be qualified financial accountants, aged 30-42, with a minimum of four years experience at a similar level within a fast moving major plc environment. Additionally applicants must be totally conversant with accounting standards, including all aspects of accounting for acquisitions and divestments. An ability to demonstrate commitment and drive will also be sought.

Applicants interested in this opportunity should send a detailed curriculum vitae, with salary details, and quoting reference 4501 to:-

Peter Childs, Director  
Pannell Kerr Forster Associates  
New Garden House  
78 Hatton Garden  
LONDON EC1N 8JA

Pannell Kerr  
Forster  
Associates  
MANAGEMENT CONSULTANTS

## London Metal Exchange Ltd

## Chief Executive

Substantial Package  
City

The current Chief Executive, Mr Michael Brown, of the London Metal Exchange is due to retire at the end of 1989 and his successor is now being sought.

This role will provide leadership and management of the day to day running of the Exchange. There will be extensive involvement in strategic and operational issues and also overall responsibility for marketing and financial management.

Reporting to the Managing Board this will be a high profile liaison role with member companies and users of the LME, plus contact with other exchanges, government departments, regulatory bodies and trade associations.

This position provides an excellent opportunity for a person who has reached a senior executive role within the metals or associated industries.

As advisers to our client we will fully respect the confidentiality of those wishing to discuss this appointment. Please either telephone Michael Madgwick on 01-334 5191 or alternatively write to him quoting reference MCS/1061 at Executive Selection Division Price Waterhouse Management Consultants No. 1 London Bridge London SE1 9QJ.

**Price Waterhouse**

## FINANCIAL CONTROLLER

A unique opportunity in the Private Water Industry

Central London

General Utilities PLC is the holding company for major investments in the UK water industry. It is part of a substantial European-based Services Group. At a time of considerable change in the industry the company is looking to expand and diversify its present interests.

Your aims will be to manage and develop the finance function of this growing organisation, to represent the company at a senior level and to contribute to the implementation of its commercial strategy. Reporting to the Financial Director, you will have a critical role in a young and professional team.

Applicants, male or female, should send a full C.V. to John Greenway, Mercuri Urval Ltd., Spencer House, 29 Grove Hill Road, Harrow, Middlesex, HA1 3BN. Tel: 01-861 2466, Fax: 01-861 1978, quoting reference 19389.

**Mercuri Urval**

## If you can develop international tax strategies that work, the world is yours.

### Essex

The chance to start up a job, to shape it, to take it as far as your skills and ambitions dictate is always challenging. When the opportunity is offered by a major player in its field, the challenge and the rewards become truly interesting.

It is just such an opportunity that Ford New Holland Ltd is offering to a specialist in International Tax.

Although part of Ford, we now operate with less dependency on central and corporate services and are well on the way to building a treasury function capable of working effectively on a global scale.

Your brief will be to develop international tax strategies. In addition, you will be responsible for monitoring corporate and personal tax legislation to

### Up to £27,000 + Benefits

ensure compliance with the relevant tax legislation.

The position calls for an individual, who is pro-active and committed to making a real and lasting contribution to our success. It is also essential that you have proven experience of UK taxation, both corporate and personal, or that of another country. European experience is also highly desirable.

Send your full CV to our Consultant, Graham Mead, at Moxon Dolphin Kerby Limited, 178-202 Great Portland Street, London, W1N 6JU.

Alternatively telephone him on 01-631 4411 during office hours or on (0288) 793673 (out of hours).

This vacancy is open to both men and women regardless of ethnic origin in line with Ford's Equal Opportunities policy.



- FORD NEW HOLLAND GROUP OF COMPANIES HAVE A TURNOVER OF NEARLY \$2.5 BILLION.
- A LEADING MANUFACTURER OF AGRICULTURAL AND INDUSTRIAL MACHINERY.
- AROUND 90,000 TRACTORS AND 50,000 COMBINES SOLD ANNUALLY.

## Assistant Financial Controller Major Retail Chain

### London

to £30k + car + benefits

Through a group of companies that are all household names in the UK, this successful niche sector retailer achieves a turnover of £120m annually. They currently run over 200 shops which benefit from strongly branded market leadership defined by their highly visible identity.

A qualified ACA/ACCA, aged 25-30, with at least one year's PQE gained within commerce, is sought to take a major role in the group's and

head office's varied finance function. This position affords enormous commercial exposure to all the group's activities and offers the potential to move into other more specific areas.

In addition to the excellent career prospects, benefits include share options, pension and health care schemes and generous staff discount.

For further details call Tracy Alper on 01-638 1711 or write to her enclosing full career details.

**MERVYN DINNEN ASSOCIATES**  
PERSONAL CAREER AND RECRUITMENT CONSULTANTS

LONDON 46 MOORCATE, LONDON EC2R 6EL TEL: 01-638 1711 CRAWLEY

## INTERNATIONAL OPPORTUNITY IN TREASURY AND ASSET MANAGEMENT

J I Case is part of Tenneco, one of the fifty largest industrial conglomerates in the world. We are also one of the world's leading manufacturers of agricultural and construction equipment with major investments in Europe, including assets of \$1.5 billion, 12,500 employees, 14 manufacturing plants and over 2,000 dealers and wholly owned company stores. Following major re-structuring of our operations to ensure further growth and profitability we now require a highly qualified and motivated individual to fill the position of ASSET MANAGER, based at our European headquarters in Watton-on-Thames.

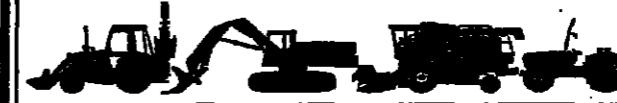
You will monitor the utilisation of assets in all Case Europe subsidiaries and recommend/initiate agreed actions to maximise cash flow and minimise interest expense, foreign exchange exposure, and both current cash, taxes whilst maximising use of tax loss carry forwards. This is one of three key positions reporting to the Manager responsible for European treasury and credit management and the role reflects the importance attached to effective asset management by Case.

The ideal candidate will possess an accounting or banking qualification and have at least 5 years' operating experience in a senior capacity within the finance department of a major international organisation. A degree in Business Administration, and foreign languages would be advantageous.

In return we will help you develop your career internationally and in addition to salary offer a competitive benefits package, including a car.

If you meet our requirements, please write in confidence enclosing a comprehensive C.V., with current salary details to:

Neil Oldfield, Manager,  
Organisation Development, J I Case Europe Limited,  
PO Box 85, 85/89 High Street, Walton-on-Thames,  
Surrey KT12 0DL Tel: (0822) 223327



We are building and growing

## Financial Director Designate

Wiltshire based: Circa £30,000 + car

Our client is an established and actively expanding, US owned company which specialises in the marketing and manufacture of Durable Medical products. With annual sales of just under \$10 million, further growth is planned in the UK and continental Europe.

Initially, the priority will be to ensure the soundness of existing accounting procedures and to substantially develop cost accounting and other management information facilities. This will include the implementation of new information technology which will provide an integrated production and accounting system. The medium term objective will involve influencing the strategic direction of the UK company as a senior member of the management team. The ideal candidate

will be professionally qualified, probably aged 28-35, with relevant commercial experience, preferably in a manufacturing environment. Essentially, you will be used to operating within tight schedules for group accounting and reporting and should be conversant with the PC based tools available to today's accountants.

A competitive reward package will match the importance of the role and there are clearly excellent career development opportunities.

Please write with CV to David Dodd, quoting Ref: 17536, MSL International (UK) Ltd, Broad Quay House, Broad Quay, Bristol BS1 4DJ. Tel: (0272) 276617.

**MSL International**

**Automated Security (Holdings) PLC**



## Financial Director - International

North London base c£40,000 plus benefits

Automated Security (Holdings) PLC is the leading specialist in the UK electronic security market with turnover of £83 million. Building on this success, the Group is expanding its operations across Europe and already has subsidiaries and joint ventures in nine countries. Growth to date has been primarily organic but a programme of acquisitions is now envisaged.

The International sub-group now needs a high calibre Financial Director. This is a newly-created position which will call for a mix of strategic and 'hands-on' involvement enhancing financial controls and providing assistance to local companies according to their relative needs. You will play an essential role in the systematic expansion, liaising with

local outside experts and participating in negotiations. Overseas travel is expected to be at a level of 30-40%.

Probably aged 35-45, you will be a qualified accountant from the UK or other European country with a clear track record of success in an international environment. You will have a broad business perspective outside the accountancy function with the maturity and flexibility of mind necessary to relate to people from different countries. Any European language capability would be an advantage.

Please write in confidence - including current salary to Nigel Bates FCA, quoting reference 34049 at: MSL International (UK) Ltd, 32 Aybrook Street, London W1M 3JL.

**MSL International**

## Financial Planning Manager

Mobile Communications - The New Generation

To £35,000 + prestige car

Our client is looking for a young and dynamic Financial Planning Manager. Owned by a consortium of multi-national companies, the company has recently been awarded a Telepoint operator's licence and is poised for explosive growth in the exciting telecommunications industry.

You will report to the Finance and Administration Director and be responsible for the financial planning and treasury functions within the company including:-

• the review of capital expenditure and marketing proposals; • financial forecasting, financing arrangements and cash management;

• the management of a major subscriber billing contract; • various ad-hoc projects.

The appointee will be a key player in a high calibre and vigorous team. You must be a qualified accountant, probably with a degree or MBA, who has worked in a senior financial role with a major profit orientated company. You will be aged 28 to 32, have at least three years' post-qualification experience, preferably in a fmcc industry and be able to demonstrate sound career progression. You must be highly motivated with strong leadership qualities and possess first class technical and interpersonal skills. Above all you must have the flair, intelligence and flexibility to succeed in this new position in an environment which will change the face of personal communications over the next decade.

This is an important appointment, based in a congenial location in the South, which offers genuine career development potential. If you are interested, please telephone Stuart Adamson FCA or Graham Marlow on 0532 451212 or send your CV, in confidence, quoting reference 667, to Adamson & Partners Ltd, 10 Lisbon Square, Leeds LS1 4LY.

**ADAMSON & PARTNERS LTD.**

Executive Search and Selection

## Financial Controller

£30,000-£35,000 negotiable + Car

Kent

This company is a division of a major US multinational. A Financial Controller is sought to join the core management team of its £25 million turnover manufacturing plant, one of its many locations throughout Europe.

Reporting to the General Manager and the European Financial Controller you will hold full responsibility for this UK business unit, including maximising profitability and asset utilisation. You will be expected to implement and maintain accounting standards and management policies and provide a commercial focus as well as financial information in order to assist in strategic decision-making.

Applicants should be qualified accountants, preferably in

their thirties, with significant management accountancy experience at a senior level gained within a manufacturing environment. Leading and motivating a financial team and controlling a data processing function will be familiar to you. Your background is likely to have included experience with an international company. This position demands both astute financial and commercial skills so it is essential to have the personality that thrives on a testing and highly visible role. A career post must be of interest.

Please send full career and salary details to Mrs Jennifer Baker quoting reference L19014 at the address below.

**LINK**

13/14 Hanover Street, London W1R 9HG. Tel: 01 493 5788.  
Link International Search & Selection Ltd.



## FINANCIAL SERVICES

### FINANCIAL ANALYSIS/SYSTEMS DEVELOPMENT

c £28,000 + car + substantial bonus

development and gain an in-depth knowledge of the Financial Services Industry.

To be considered for this challenging and varied role, you must be a qualified accountant, have a high level of spreadsheet experience. Knowledge of computer interrogation packages, and experience of implementation of changes to computer systems would be desirable. For an enthusiastic and committed individual, the opportunities for career development within the Group are excellent.

To apply please contact: Caroline Myzak at Antony Dunlop Ltd, 18 Jermyn Street, London SW1Y 6HP. Telephone 01-439 6171, Fax 01-734 4571 or call 01-385 4434 outside working hours.

LONDON AND AUCKLAND

## Head of Private Clients

### Major Stockbroker

#### Substantial Package

#### Provinces

Major firm with a very substantial UK parent seeks a top class broker to head an established client team from a provincial centre.

##### THE COMPANY

- Excellent reputation as private client broker. Active in institutional and corporate finance business.
- Prominent provincial office. Broad client base.

##### THE POSITION

- Heading an established, experienced team of private client professionals.
- Task is to develop size and quality of client base.
- Maintain highest professional standards and increase profitability.

##### QUALIFICATIONS

- Team leader and proven business developer with 10-15 years experience of private client broking.
- Ideally a successful professional wanting to be based out of London.

##### THE REWARDS

- Generous base salary. Performance bonus. Good benefits.
- Long-term opportunity in group committed to this market.

Please reply in writing enclosing full cv, reference BPF400, 54 Jermyn Street, London SW1Y 6LX.

LONDON: 01-493 3383  
BIRMINGHAM: 021-233 4656  
SLOUGH: (0753) 694844  
HONG KONG: (Hk) 5 217153



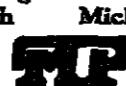
## INTERNATIONAL ENTERTAINMENT GROUP Director of International Audit

to £40,000 + Bonus + Car

A market leader in the field of entertainment, with a rapidly growing turnover in excess of £250 million, our client is young and dynamic with a forward thinking and aggressive approach to the leisure industry.

Due to increasing demands placed on the finance function during this critical phase of global expansion, they seek to appoint a Director of International Audit.

Reporting directly to the Chief Financial Officer you will assume total responsibility for the review of financial and operational controls worldwide. Specifically this will include the design, planning and co-ordination of audit programmes managing a small team of qualified accountants dealing with both operating subsidiaries and licensee operations worldwide together with



Michael Page Finance  
International Recruitment Consultants  
London Bristol Windsor St Albans Luton Bedfordshire Birmingham Nottingham  
Manchester Leeds Newcastle upon Tyne Glasgow & Worldwide

undertaking specific investigation into the effectiveness of operational activities, long term contracts and licensing arrangements.

The successful candidate will be a qualified accountant who can demonstrate a record of success to date coupled with an innovative and mature approach to organisational problems. The role will require extensive liaison with the operating management necessitating strong interpersonal skills and a keen business sense.

Please write enclosing full career and salary details together with a daytime telephone number to Stephen K. Banks ACMA, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH quoting ref. 2927.

## EUROPEAN FINANCIAL CONTROLLER

Negotiable up to  
£35,000

Car  
Benefits

City



FINANCIAL  
RECRUITMENT  
SPECIALISTS

MAI Brokers (Europe) Ltd is responsible for money and securities broking in Continental Europe for MAI plc - the international financial, media and information services group.

The company needs to upgrade the finance function. Joining a small and highly professional team you will be responsible for all aspects of financial planning and control, particularly assessing performance and evaluating new products and potential acquisitions. You will be responsible for developing accounting at operational unit level and will work closely with directors and other senior executives.

Promotion opportunities are excellent - either within the division or within the Group.

Candidates (aged late 20's to early 30's) will be qualified Accountants (probably ACA) with experience including corporate finance or investigations work. Languages are essential (German, Spanish, French), as is a readiness to travel.

Please apply directly to Greg Ripley at Robert Half, Freepost, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, or evenings on 01-485 1356. Alternatively, fax your details on 01-836 4942.

Financial Recruitment Specialists  
London • Birmingham • Windsor • Manchester • Bristol • Leeds

## GROUP ACCOUNTING Service Sector Leader

£30,000 + car

An autonomous subsidiary of one of the world's strongest financial groups, our client is a leading force in its rapidly changing sector.

As a key member of a close knit head office team, responsibilities will include the review and consolidation of management and statutory accounts, budgetary control and financial planning. Regular contact with management of self accounting regions and ongoing accounting and systems development work will provide further challenge and fulfilment.

Aged late 20s/early 30s, applicants should have at least four years' post qualification experience gained either in the profession or commerce/industry. Career prospects in this company and the parent group are excellent.

Please write with full career details or telephone David Tod BSc FCA quoting reference D/840/CF.

IT OWN MANAGEMENT

## "In four years - 55 flotations" Corporate Financial Services

City £ attractive negotiable

You are an innovative Corporate Finance professional, likely to be in another major accounting firm, seeking an opportunity to build on your 1-5 years' experience. We are looking for outstanding qualified accountants with commercial flair to join our team of over 40 professionals as Managers and Senior Managers.

Our track record includes:

- \* recognition by City institutions as one of the top corporate advisers;
- \* 55 flotations in the last four years; and
- \* the first simultaneous trans Atlantic flotation.

BDO Binder Hamlyn is one of the top international accounting and consultancy firms. Our CFS Department is a market leader with an outstanding reputation for innovation, commercialism and professionalism.

Our remuneration package (including car, pension and full benefits) is designed to attract and retain the best in the market.

If you think your aspirations match our needs write in confidence to Barbara Robertson in our Management Consultancy, with full career and salary details, quoting ref. 1588 or call her for a preliminary discussion on 01-583 3303.

**BDO Binder Hamlyn**  
8 St. Bride Street London EC4A 4DA

### Why join us?

- \* over 130 quoted company clients, many of whom are growing rapidly;
- \* a wide range of assignments involving clients in most commercial and industrial sectors;
- \* continuing aggressive expansion of our services;
- \* our commitment to quality and service for clients;
- \* early responsibility and outstanding career and self development opportunities; and
- \* 5 disciplines: Mergers and Acquisitions; Development Capital (including MBO's); Investigations and Stock Exchange compliance work; Treasury Services; and Corporate Pensions Services.

### GROUP ACCOUNTANT

#### SW1

High profile role at head office of major distribution and retailing group for ACA, aged 26-30. You will undertake special projects including potential acquisitions, analytical business reviews and provide regular management information. Excellent prospects.

£28,000 + Car

Ref: SMA4972

### PROJECT MANAGER

#### City

Highly influential role for ACA, aged 27-35, within a leading investment banking organisation to control varied projects including the acquisition and disposal of subsidiaries. A background in financial services would be desirable.

£28,000 + Bank Benefits

Ref: SML4752

### MANAGEMENT ACCOUNTING EXECUTIVE

#### Chelmsford

Hi-tech company requires qualified accountant, ideally aged 26-33 with strong management accounting and strategic planning skills to lead a large analytical team. Outstanding personality essential for this high profile position.

Ref: CSM4963

### OPERATIONS ACCOUNTANT

#### SE1

"Blue-Chip" leisure services group seeks energetic and ambitious ACMA/ACCA for demanding company-wide role. Involvement includes feasibility studies, analysis of business performance and systems appraisal. Age 27-35, an excellent "sharp-end" opportunity.

Ref: JTH12581

### ASSISTANT TO FINANCIAL CONTROLLER

#### City

Securities arm of prestigious UK merchant bank seeks a young qualified accountant to take responsibility for the accounting and reporting function and to provide quality management information.

Ref: HKM4155

To apply for these or other similar opportunities in London or Essex, please write to or telephone

**MANAGEMENT PERSONNEL**  
25 City Road, London EC1Y 1AA  
Tel: 01-256 5041 (24 hrs)  
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It's only appropriate that the country's most progressive and innovative Building Society should be entering yet another phase of rapid growth based on a succession of new products and new ideas. With total assets already exceeding £250m, this expansion in both domestic and international markets is opening up a series of outstanding career prospects for experienced professionals who share our ambitions and drive. The centralisation of our Treasury operations at our expanding Administration Centre in Northampton epitomises this, and we are now looking for a financial specialist to develop new settlement accounting and administrative procedures. This key role in a dynamic department promises the prospect of full responsibility for implementing an integrated computerised Treasury Administration

System and pioneering our entry into the worlds of off-balance sheet management and foreign exchange. Such a wide-ranging brief calls for extensive Treasury Operations experience in a Group environment, ideally with a Banking bias. You should also be a graduate with a recognised Accountancy or Corporate Treasury qualification. More important than all these, however, are your personal qualities: commitment, initiative and the will to succeed. In short the potential to extend our tradition for innovation.

As a reflection of the importance we attach to this position, you can look forward to an attractive salary, fully expensed company car, concessionary mortgage, BUPA and relocation assistance, where necessary. Your first step towards an exciting future is to send a full CV, including current salary, with a covering letter, to: Richard Wharton, Personnel Administration Manager, Nationwide Anglia Building Society, Chesterfield House, Bloomsbury Way, London WC1V 6PW.

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## Head of Investment Research & Marketing

#### Paris

Our client is a rapidly-expanding French group specialising in investment reports and analyses of companies quoted on the Paris Bourse. The research is produced in French and English for clients who include the world's major institutional investors.

You will lead and direct a team of top financial analysts engaged on a demanding schedule of research; this will involve top-level contact within companies being researched, and you will be ultimately responsible for the quality of the final product. You will also make a decisive contribution to the development of the business by promoting and selling subscriptions to new clients.

You must have sound experience in financial

analysis, first-hand knowledge of the Paris Bourse and a proven flair for financial-sector marketing. You will be an assured leader with the negotiating skills and personal credibility to make a positive impact at senior levels. A thorough command of English and French is essential.

This high-profile role involves working closely with the Chief Executive, and your prospects are excellent; you could well move up to become Managing Director and, possibly, a partner.

A generous salary will be supported by a range of financial-sector benefits including a profit-sharing scheme.

Applications will be treated in strict confidence. Please send a hand-written letter with detailed cv references and present remuneration to: Media-System S.A., 6/8 Impasse des Deux Cousins, 75849 Paris, Cedex 17, France, quoting reference S5952.

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## Commercial Manager

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Working on the principle that nothing succeeds like success, your brief will be to take overall financial control with a view to still further enhancing profitability. In addition to monitoring existing outlets, you will be investigating the viability of proposed new developments. It's essentially a high profit role demanding a combination of broad based commercial and analytical skills with a positive and persuasive personality. You'll be liaising at the most senior level with management teams throughout the country, and a good deal of travelling is inevitable.

A professional Accountant with at least one year's post qualification experience, you should be familiar with large scale computerised systems - particularly LOTUS 1.2.3. A background in retailing would be ideal, and you'll be articulate, enthusiastic and capable of relating well with a confident and dynamic young team. High achievers are guaranteed real scope for career development, and immediate rewards include an attractive salary along with a full range of major company benefits. For an application form please telephone Sonia Marsh, on Luton (0582) 420078 quoting ref: 15/0092. Whitbread Inns, Park Square Chambers, 14 Park Street, Luton, Beds LU1 3EP.

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Part of a major multi-million British blue-chip manufacturing group, our client is a recently established estate management and property development company. Already a major contributor to Group profits, they are responsible for a large UK property portfolio and are increasingly involved in the extensive international holdings.

As a result, they seek a Financial Controller to join the management team, and play an important part in formulating long-term strategy geared to ensuring the company's continued growth. Working closely with the Group finance function and senior operational management, you will become involved in all aspects of:

- Financial Appraisals
- Profit Planning
- Property Transactions
- Taxation

We seek a commercially-aware, qualified accountant with an outstanding academic background and the ability to gain respect at senior level. Although previous experience of property valuations and disposals would be an advantage, more important is your desire to meet the challenges of a fast track career which will naturally lead to Financial Director status.

Further benefits include, pension, life assurance and private health schemes, and relocation assistance to the Southern Home Counties where appropriate.

Interested applicants should contact Simon Hewitt, quoting ref: A313, at Mervyn Hughes International Limited, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN. Telephone: 01-488 4114.

## Financial Director

### Engineering/Manufacturing

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A rapidly expanding and highly acquisitive medium-sized group, our client is planning to diversify its range of engineering and manufacturing activities.

This is a new post. The financial director will lead acquisition negotiations, integrate new companies into the Group and then manage the finance side on a continual basis. There will also be a line management finance function in connection with existing companies.

Applicants will be qualified accountants aged around 30. Experience will have been gained in profitable medium-sized companies in engineering or manufacturing. Also, experience of working on a variety of ad-hoc projects with a high level of commercial exposure will be a distinct advantage.

Prospects are excellent within this ambitious group.

Please send your curriculum vitae, including current salary and daytime telephone number, quoting reference B2049 to Michael Page, Grant Thornton Management Consultants Limited, Grant Thornton House, Melton Street, Euston Square, London NW1 2EP.

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expertise amongst both existing and potential clients and, as such, represents excellent business development experience.

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If you are interested in this opportunity please contact Rod Bateman ACA on (0602) 483480 or write to him at Michael Page Taxation, Imperial Building, Victoria Street, Nottingham NG1 2EX.

### Amsterdam

Our client, a leading international fashion company with operations and interests throughout Europe, the US and the Far East, is currently seeking one outward-going young financial controller for their rapidly expanding operations in the Netherlands.

Reporting to the European Chief Financial Officer, the successful candidate will be responsible for the overall financial control, EDP and treasury functions for one of the Group's marketing operations in Amsterdam.

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### Excellent Package

experience with an international FMCP Group. Aged 28-40 you should demonstrate an active and creative mind along with excellent communications skills (a knowledge of Dutch or Hindi would be a distinct advantage) in order to operate in this environment.

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Initial Interviews will be conducted in London  
Permission to work in the EEC essential

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Our client has a vacancy for a Finance Manager to assist in the management of major territories within its worldwide operating network. The Company is a leader in the world of entertainment with an annual turnover in excess of \$500 million and is based in London's West End. The Finance Manager will share responsibility for the planning and co-ordination of annual budgets of regional operations and will be expected to provide detailed financial information to senior management in addition to completing ad hoc projects. The maintenance of computerised management information systems and DTP facilities also fall within the scope of this role.

Candidates should be qualified accountants, preferably with music industry experience and be computer literate. The rewards are an attractive salary, full expense paid, medical insurance and company pension scheme. Applications should be addressed to Lorraine Lee, M&H Recruitment Advertising, 50 Berwick Street, London W1V 3RA. Please include daytime telephone number.

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In 1988 a new department was formed to advise on effective systems of operational and financial control within the group, and to give support to important acquisition, divestment and joint venture activities. Though predominantly UK based, the nature of the work is global and short term assignments arise in the USA, Australia and the Far East.

The department now seeks additional graduate accountants or IT specialists who have the ambition and motivation to succeed in a highly professional and progressive group. Team members are highly visible within the company and can expect early promotion opportunities. For successful applicants the rewards are high - an excellent negotiable earnings package supplemented by very competitive company car, pension scheme, BUPA and holiday arrangements - and further enhanced by profit share and share options.

If you would like further information on these opportunities offered by Guinness please call Darrell Smith on 01-387 5400 (day) 0727 42296 (evening/weekends) or send a copy of your Curriculum Vitae to Financial Selection Services, Drayton House, 30 Gordon Street, Bloomsbury, London WC1H 0AN.

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Our client is a market leading software company committed to excellence in the provision of applications systems. They are a marketing and sales driven organisation with over 4,000 systems installed throughout the world. Growth in each of the last 2 years has exceeded 30% and further expansion is planned.

The consultancy arm of the business has been highlighted as one of their major growth areas over the next 2 years and they are looking to invest in a Head of Consultancy Services with the ambition, drive and vision to enable them to achieve their objectives. You will be afforded considerable freedom to take new initiatives and will quickly make an impact as an expert in the consultancy field through using your skills to identify and exploit opportunities for increasing the revenue yet providing a service of the highest quality. You will be expected to maintain a high profile both with existing and potential clients, normally the top management of major organisations, and within the company by raising closely with sales and marketing specialists.

As a graduate who probably also possesses an accountancy qualification or an MBA you are likely to have a systems background and at some stage of your career have worked for one of the big 8 Accountancy firms. You will also have a minimum of 2 years experience in a substantial consulting environment where you have been required to gain the confidence of Senior Management and build a portfolio of clients. Highly developed interpersonal skills are of prime importance together with a track record of achievement in leading a team of highly motivated, bright consultants. Age guide 28-35.

For further information and a personal history form write or telephone (24 hours) quoting reference 2349/FT.

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June 1989

**INTERNATIONAL COMPANIES AND FINANCE****Flying in the face of Marxist dogma**

Julian Ozanne on the success of Ethiopian Airlines, most profitable airline in Africa

Surrounded by old engines, hydraulic systems and circuit boards in a huge hangar, trainee mechanics from Libya and Lesotho, dressed in oil-stained overalls, bend over the frame of an old DC-3, hammering, welding and drilling.

In the distance, graduate Ethiopian technicians put the finishing touches to a brightly painted red and orange Angolan Airlines Boeing 707 sent to Addis Ababa for an overhaul.

Training pilots and mechanics from across the continent and servicing aircraft from Nigeria to Zimbabwe are just one part of the operations of Ethiopian Airlines that have made the company the most profitable and promising airline in Africa.

In many ways it is an unlikely story. A wholly state-owned corporation which consistently makes a handsome profit on a continent plagued by uneconomic state intervention and inefficiency, a streamlined parastatal run by a world-class management and a motivated workforce bent on rapid expansion in a market infamous for chaotic schedules and decrepit facilities.

But what makes it even more unlikely is that Ethiopian Airlines is an aggressive company run exclusively by Ethiopians on strict capitalist lines within the ambit of one of the world's most rigid, centrally planned, Marxist economies.

The airline's managers estimate that this financial year (July 88 to June 89) the company will make a net profit of \$3m, on revenues of approximately \$240m — marking a significant advance over the previous year's profits of \$8.5m.

Ethiopia's Marxist rulers allow the company to retain most of those profits for reinvestment. The Government also allows it to keep a substantial part of its revenues in foreign currency in offshore bank accounts to service its loans and purchase spare parts. All Ethiopian Airlines is

expected to pay the Government is a dividend on equity, a 5 per cent capital charge, but no profit tax.

"Even though we work inside a Marxist state, the airline has been given a free hand to operate efficiently and effectively on its own without any interference," said Mr Wolde

company has a triple-A credit rating in the international financial community.

"As soon as the rumours were out that we were going to buy more aircraft this year, banks were calling us up from America making us offers before we had the chance to call them," said Mr Wolde

an Ag-Cat and used mostly for controlling Africa's locust plague. So far the company has only been able to produce for domestic demand, but it hopes soon to export the Ag-Cat

Ethiopian Airlines has also made a successful bid to become the continent's best service

as an integral part of its long-term plan to become "the African carrier."

This month under the motto "For Us Africa is the First World," Ethiopian Airlines added Mogadishu, the Somali capital, bringing its Africa destinations to a total of 28. Seychelles, Botswana and Namibia are to be added soon. The airline continues to be the sole operator flying daily across the continent.

Most of these routes are unprofitable and have to be subsidised by intercontinental flights, but the company sees long-term benefits from its African service.

"Most airlines are discouraged by the lack of an immediate return and the problems of operating in Africa. But we believe in investing for the future," said Mr Wolde. "The long-term potential in the African market is very big."

Last year Ethiopian with its expanded route network, boosted its total number of passengers to 583,000 and it expects a further growth rate of between 15 and 20 per cent this year.

A vital part of the airline's success lies in the dedication of its 3,600-strong staff. While the wage guidelines set by the state are not high, such perks as transport and free medical services are key incentives. Notice boards along the corridors of Ethiopian's head offices are packed with the company's latest performance indicators and internal job offers.

"There is a culture of dedication and identification here at Ethiopian Airlines. People are promoted on merit without nepotism and there is a continuity in management. That has made us unique within Ethiopia and Africa," said Mr Wolde. "You can't run a company successfully in a competitive market when the Government is constantly interfering and appointing new executives with no experience of the aviation industry."



Trainee mechanics from other African countries working on an Ethiopian Airlines DC3

Serge Wold, of the airline's financial division.

Ethiopian Airlines' long history of buying its aircraft and engines from the US has made Ethiopia, which, with an annual per capita income of \$120, is the poorest country in the world, the second largest export market in Africa for American goods.

Started in 1946 by Trans World Airlines, since 1971 the company has grown without foreign expertise and resources. During the last 18 years it has undertaken its most ambitious expansion with, in 1986, culminated in the launch of a manufacturing operation to produce a turbo-engine crop duster known as

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## INTERNATIONAL COMPANIES AND FINANCE

## US groups agree to set up chip collective

By Louise Kehoe in San Francisco

US SEMICONDUCTOR and computer companies have agreed to co-invest in a large-scale memory chip manufacturing collective aimed at reducing US dependency on Japanese chip suppliers.

The plan, which has been under discussion for several months, represents a radical departure for the US electronics industry which may require significant changes in US antitrust legislation to allow col-

laboration in manufacturing. International Business Machines, Digital Equipment and Hewlett-Packard, three of the largest US computer manufacturers, together with Intel, National Semiconductor, Advanced Micro Devices and LSI Logic, leading US chip makers, will jointly fund the establishment of US Memories Inc. and have stated their willingness to invest in the collective. "If specific conditions are met in the next several months."

These conditions are understood to include investment commitments from several

other computer and chip makers as well as antitrust approval. The industry group is confident, however, that it will win the financial and legislative support that it needs.

Total funding required to establish the venture is expected to be in the region of \$500m.

US Memories will obtain its memory chip design and processing technology from IBM, which has agreed to license its 4 Megabit Dynamic Random Access Memory (Dram) technology to the new venture.

The industry group has hired Mr Sanford Kane, former vice president of IBM's General Technology division, as president of US Memories. Mr Wilfred Corrigan, chairman and chief executive of LSI Logic, will serve as chairman of the new memory chip manufacturing collective.

"The time is right for a collective memory manufacturing venture in the US to improve America's market position in what is truly a critical technology": Sanford Kane.

Currently about 80 per cent of the world's Dram supplies are produced in Japan. Most US chip makers dropped out of the Dram market in the mid-1980s in the face of fierce competition from Japan.

"The time is right for a collective memory manufacturing venture in the US to improve America's market position in what is truly a critical technology": Sanford Kane.

In 1986 the US International Trade Commission ruled that Japanese Dram manufacturers had illegally "dumped" Drams in the US. Subsequently, the US and Japanese Governments signed a semiconductor trade agreement that incorporated

strict controls on Japanese memory chip prices.

"US Memories represents a viable re-entry vehicle for America to add to its presence in the Dram field," said Mr Corrigan. "By enforcing the antidumping provisions of the trade agreement, the US Government has given the domestic industry the breathing room necessary to address the Dram situation in both an enterprising and creative manner."

The US Memories plan is expected to receive a warm welcome in Washington from the semiconductor industry's broad base of Congressional supporters, as well as from the Defense and Commerce Departments which have long urged the industry to consider re-entry into the \$5.6bn Dram market.

"By licensing IBM's advanced memory design, US Memories will have the jump start needed to quickly come on line as a serious player. We will not waste valuable time and spend precious dollars

reinventing what already exists," added Mr Gordon Moore, chairman of Intel and chairman of the Semiconductor Industry Association, a trade group representing US chip makers which was instrumental in developing plans for the memory chip collective.

Sematech, the US semiconductor industry research consortium, is expected to work closely with US Memories. "One of the objectives of the semiconductor trade agreement and one of the goals of Sematech is to revitalize the entire US semiconductor industry. No segment of that industry has suffered more than the memory business," said Dr Robert Noyce, chief executive of Sematech.

The announcement of US Memories represents "another sign of American industry fighting back," said Dr Noyce. "By launching the most ambitious start up in US semiconductor history, America is demonstrating its commitment to leadership in this critical industry."

## IBM upgrade will 'triple speed of its fastest PCs'

By Louise Kehoe

SUN MICROSYSTEMS, the US computer workstation company, has licensed two of Taiwan's leading electronics manufacturers to "clone" its technology in the latest of a series of moves by Sun aimed at establishing its computer technology as a new worldwide standard.

Taiwan's largest electronics manufacturer, and Dataspace Enterprises, a leading electronic circuit board producer, are about to begin volume manufacturing and distribution of low-cost computers

under \$5,000.

The licensing agreements

follow a similar deal between Sun and Toshiba of Japan.

Announced last month in which Sun licensed Toshiba to use its Sparc microprocessor technology, Unix-based system software and Open Look user

interface programs.

By licensing other computer manufacturers to use its hardware and system software technology, Sun hopes to encourage application program publishers to develop programs for its computers.

Critics of the strategy say,

however, that Sun may be

seeding new competitors for its

own products and providing an

opportunity for Asian computer manufacturers to establish themselves in a sector of

the computer market dominated by US producers.

Based upon Intel Corporation's latest 486 microprocessor, the IBM upgrade kit will snap into IBM's top-of-the-line

PS/2 model 70 personal computers, the company said. It will become available in the fourth quarter for \$4000.

The speed of microprocessors will continue to accelerate. Intel executives said yesterday, to approach 100 times current levels by the year 2000.

Intel senior vice president David House said that the semiconductor company was already developing a new generation of microprocessors with four times as many transistors as the latest "486" chip.

The projected 1989 profit figure also takes into account a non-recurring capital gain of FF200m from the sale of a 35 per cent stake in the Yves Saint-Laurent fashion house, Mr De Benedetti said. He indicated this would be Cetus' only non-recurring capital gain in 1989.

Mr De Benedetti told the annual shareholders' meeting that the holding company's 1988 profit figure would have been in the region of FF400m had it not been for a change in accounting methods.

Mr De Benedetti's stake in Cetus will be cut to 41 per cent from a present 54.4 per cent after the issue of 6.75m new shares formally announced yesterday, he said. The stake is held through his Italian holding Compagnie Industrial Elizium (CIE).

The new shares will be issued to reimburse shareholders in Dumenil. They will raise the number of FF200 nominal Cetus shares in issue to 23.65m.



## COMPANY NEWS IN BRIEF

BAYER, the West German chemicals and pharmaceuticals group, said yesterday that its earnings from domestic sales of drugs would plummet in 1989 and 1990 due to the impact of the nation's health reform programme, AP-DJ reports.

At the general shareholders' meeting, Mr Josef Strenger, chairman, said the reform stipulated reduction in reimbursement rates to drug manufacturers, effective from January 1, 1989, would take between DM30m and DM60m (\$30.4m) out of Bayer's pockets.

Moreover, in 1990 the company is not likely to make any profit on domestic sales of drugs, Mr Strenger said, although he stressed that foreign sales of pharmaceuticals remain "very satisfactory."

• The Commission des Opérations de Bourse, the French stock exchange regulatory commission, said it did not intend to take any further action after Compagnie Générale d'Électricité (CGE) and Lafarge Cépée decided to restrict large shareholders' voting rights.

We consider we have fulfilled our role in alerting shareholders to our reservations," the CGE said.

On Tuesday shareholders in CGE approved a resolution to restrict voting rights to 6 per cent of the shares regardless of the size of his holding. General market London's shareholders voted the same day to scale down voting rights of 1 per cent in proportion to the CGE's share.

Cetus already controls slightly less than 24 per cent of Dumenil after the share swap in which Cetus offered 2.7 Cetus shares for each Dumenil share.

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Gerling-Konzern raises premium income 6.6%

By Helga Simonian in Frankfurt

GERLING-Konzern Allgemeine Versicherung, the only quoted part of Gerling, the big West German insurance group which is still in private hands, raised its premium income by 6.6 per cent to DM2.2bn (\$1.1bn) last year.

On a fully-consolidated group basis, Gerling's premium income increased by around 14 per cent to DM7.5bn from DM6.5bn in 1987. Primary insurance accounted for the bulk of the sum, with a 14.6 per cent rise in combined life and general insurance premiums to DM4.3bn, while reinsurance premiums went up by just over 10 per cent to DM1.2bn.

Gerling has confirmed that it is to take responsibility for reinsuring the policies to be

written by Deutsche Bank Lebensversicherung, the new life insurance company being formed by Germany's biggest bank. The step undoubtedly has strong attractions for both parties. Deutsche Bank's move into life, and possibly later, general, insurance has been strongly opposed by much of the German insurance industry, which has criticised the step as a threat to its traditional business.

By the same token, Gerling, as the only leading insurer still in private hands, may have been more willing to take on the business. The initial link with Deutsche Bank may indicate its desire to stay independent, particularly after 1992.

## Sun licenses Taiwanese clones

By Louise Kehoe

SUN MICROSYSTEMS, the US computer workstation company, has licensed two of Taiwan's leading electronics manufacturers to "clone" its technology in the latest of a series of moves by Sun aimed at establishing its computer technology as a new worldwide standard.

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electronics manufacturer, and Dataspace Enterprises, a leading electronic circuit board producer,

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Announced last month in

which Sun licensed Toshiba to use its Sparc microprocessor

technology, Unix-based system

software and Open Look user

## Moevenpick increases profits by 21%

By John Wicks in Zurich

MOEVENPICK, the Swiss restaurant and hotel chain, reported a 21 per cent rise in group net profits to SF18.2m (\$10.7m) for the year to March 31 from SF15.5m. Turnover rose 11.1 per cent to a record SF782.9m, against SF767.5m.

The parent company, Moevenpick Holding, of Adliswil, reported a 16 per cent improve-

ment in net earnings to SF12m from SF10.8m and is to pay an unchanged dividend of 20 cent.

Mrs Jutta Prager, chief executive, expected an average annual growth in turnover of some 10 per cent for the three-year period 1989 to 1991. In the 1989 first half turnover rose 10 per cent to SF450m.

Moevenpick plans to invest between SF750m and SF790m per year during the three-year period. Apart from renovations, this will include the opening of some 13 new restaurants in Switzerland and Germany, as well as five hotels in Germany, three in Switzerland and one each in China and Turkey.

This issue has been rated "Aaa" by Moody's and "AA+" by Standard & Poor's

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## INTERNATIONAL COMPANIES AND FINANCE

**Hooker Corp requests moratorium**

By Bruce Jacques in Sydney

HOOKER Corporation, the ailing Sydney-based property group with a range of interests in the US, asked its creditors yesterday to support a four-month moratorium on the company's debts to allow it to trade through its difficulties.

Mr Richard Grellman of Peat Marwick Hungerford, officially as the company's financial adviser but dubbed by the market as its quasi-liquidator, formally put the moratorium plan to a meeting of nearly 40 creditors.

The lenders have been given until next Friday to decide their attitude, although Mr Grellman said there was a general level of support. "In order to achieve a planned, constructive debt reduction programme, the corporation needs time, the forbearance of its

financiers and, possibly, further funding," he said.

"If the above factors can be brought to bear on the present situation, then the corporation can go about disposing of certain of its assets in a planned and controlled way," he continued. "Such considerations as adequate promotion, most appropriate method of sale and seasonal factors can all be focused on, with a view to achieving the best result."

Mr Grellman said that, if the moratorium went ahead, he would prepare a rationalisation plan for approval by lenders within three months. He also disclosed an abridged balance sheet which suggested that Hooker's net assets totalled A\$62m (US\$407m).

This calculation took into account more than A\$1.5m in

debt, but included A\$170m in intangibles, mostly brand names. This reduced net assets to A\$57m, and produced a net asset backing of A\$1.95 for each of the company's 180m issued shares.

But Australian stock markets quickly showed they did not believe the figures by marking the company's shares down 15 cents yesterday to a new nine-month low of 45 cents, although they recovered a little to close at 55 cents.

The market is concerned about Mr Grellman's assertion that more funds might have to be pumped in, and is focusing on the company's liquidity rather than its net assets. Hooker's latest balance sheet showed A\$730m in debt within one year and a further A\$31m within two years, com-

mitments which the company clearly cannot meet.

There is also concern that Mr Grellman's stated A\$2.3m total assets could not be realised from asset sales, especially Hooker's US retailing operations. Mr Grellman confirmed that much of the company's Australian borrowings had been used for US investments.

But the company's lenders are likely to approve the moratorium because they have lent to Hooker on a negative-pledge basis, meaning that few, if any, new charges over specific assets.

Thus, forcing the company into official receivership or liquidation would be unlikely to give the main lenders improved ranking for repayment.

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**Shopping malls up for sale to cut debt**

By Roderick Oram in New York

HURT by a failure to understand some basic retailing principles, Mr George Herscu, the Australian shopping mall developer, is having to sell large chunks of the US base he built in a \$1bn spending spree over the past three years.

On the block are half shares in the three big shopping malls which Hooker, his main corporate vehicle, has completed, and the three it plans to build. It is also looking for partners in its retail chains.

The disposals are part of Hooker's plans to dispose of US\$750m worth of assets to reduce its debt and relieve its financial pressure.

Analysts are still trying to estimate the value of the US assets for sale. Some of the malls are in over-built markets and have a high proportion of

unleased space, which will drag down the ultimate figure.

Mr Herscu barreled into the US in 1986 and in about order bought the Bonwit Teller and B. Altman department store chains, 50 per cent stakes in the Sakowitz chain of Houston and the Merkowitz Jewellery chain of California. He also took a stake in Parisian, an Alabama-based chain.

He planned to short-circuit the mall building process by anchoring the projects with store chains he owned. But analysts and former colleagues say he made the grave strategic error of putting the wrong stores into certain malls.

Thus, for example, Bonwit Teller, an up-market clothing chain, was put in the mall in Columbia, South Carolina, a town with too small a wealthy

retail base to support it. Similarly, Parisian and Sakowitz stores were pushed into malls so far outside the chains' geographic bases that they were unknown to customers.

Not only are some of the Hooker-owned stores struggling, but some of the malls are failing to fully lease space for small stores. For example, its largest project, the \$300m, 18m sq ft Forest Fair Mall in Cincinnati, opened four months ago but filled only two-thirds of the space set aside for small stores. At such low rates, real estate analysts are sceptical that Hooker is covering its interest cost.

Both remain depressed by the collapse of the mid-1980s speculative property boom and the insolvency of many mortgage-lending savings and loan institutions.

**Computer company president resigns**

By Karen Zagor in New York

AMCOR OF Australia has bought Twinkpak, the largest plastic containers producer in Canada, for C\$175m (US\$146m), including \$125m cash, writes Robert Gibbons in Toronto.

The seller was CB Pak, a subsidiary of Consolidated-Baumart, the Montreal-based pulp and paper group taken over this year by Stone Container of Chicago.

Mr William Patton has resigned as president and chief executive of MAI Basic Four, a small California computer company which is involved in a hostile takeover bid for Prime Computer. The resignation will take effect from Sunday.

Mr Bennett Lebow, the New York investor who is chairman and controlling shareholder, is the real power

behind the scenes at MAI, was last week about the reasons for Mr Patton's resignation.

"We reluctantly accept his resignation, but at the same time we honour his wishes to devote more time to his other personal and business interests," he said.

Mr Patton, 53, will remain a consultant to MAI and a member of the board of directors.

His duties as president and chief executive will be assumed temporarily by Mr William Walker, 50, a board member who has served as president once before.

It is not known whether Mr Patton's resignation had anything to do with the company's protracted fight to acquire Prime. Mr Patton has not been a main player in the attempt.

He said that the Belgian subsidiary BN Constructors Ferriolates has lined up potential orders worth between C\$400m and C\$600m.

Bombardier's joint venture with Alsthom of France will present detailed plans in October for the planned US\$250m Miami-Tampa high speed rail line.

**Bombardier plans to cut reliance on aerospace**

By Robert Gibbons in Montreal

BOMBARDIER, the Canadian group which is buying Belfast aerospace company Short Brothers, wants to increase its mass transit equipment and consumer credit activities to balance its top-heavy reliance on aerospace, says Mr Laurent Beaudoin, the group's chairman.

Canadair, Bombardier's business jet offshoot, will contract about 20 per cent of the value of the Canadian Regional Jet airliners to Shorts, whose engineers are in Montreal to begin integrating work on the airliner.

Bombardier has a total order backlog worth about C\$5.5m (US\$4.5m), excluding C\$1.6m at Short Brothers, which is being acquired for C\$400m. Of the C\$5.5m more than 80 per cent is in aerospace, Mr Beaudoin said.

But he pointed out that the North American transit equipment market was recovering from recession very slowly, while the short-term outlook was "certainly in storage."

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Bombardier's joint venture with Alsthom of France will present detailed plans in October for the planned US\$250m Miami-Tampa high speed rail line.

**Nabisco to sell oriental assets**

ERJ NABISCO, the US foods group, is to sell its Chan King assets to a joint venture in Singapore for \$52m, Reuter reports from New York.

The sale is subject to Federal Trade Commission approval, to comply with an agreement reached between the commission and Kohlberg Kravis Roberts when KKR acquired RJR Nabisco this year.

Included in the deal are the Chan King trademark, two production facilities and some source manufacturing equipment in Canada.

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The company has already

**Heinz celebrates quarter century of profit growth**

By Karen Zagor in New York

H.J. HEINZ, the US food group, yesterday reported higher fourth quarter earnings and a 25th consecutive year of profit growth.

Net profits for the three months ended May 3 rose 15.2 per cent to \$117.2m or 89 cents a share, from \$101.7m or 77 cents a year earlier, on sales which improved 11 per cent to \$1.63bn from \$1.47bn.

For the year, net earnings grew by 14 per cent to \$440m or \$3.34 a share from \$365m or \$2.91 a year ago. Revenues increased to \$5.80bn, against \$5.24bn a year earlier.

"We are very pleased to have completed a quarter century of

profit growth," said Mr Tony O'Reilly, chairman and chief executive.

"We believe that both our financial strength and our brand strength give us reason to be optimistic about the future. We are confident that we will be able to convert our considerable potential into continued improvement."

The Pittsburgh-based company's earnings surpassed analysts' expectations. They had projected per share earnings of 85 cents for the quarter and \$3.30 for the year.

The company said that sales for the quarter were helped by the strong performance of

Heinz products in the UK, improved sales of Weight Watchers brand products and of baby food in Italy. Higher prices, particularly for corn sweeteners, also contributed significantly to the sales increase.

During the year Heinz operating income increased by 16.8 per cent. The improvement was attributed to stronger sales, recent acquisitions in the pet food and foreign markets and continued cost-cutting.

Shares in the company were trading at \$33 1/2 at mid-day on the New York Stock Exchange, unchanged from Tuesday's close.

**Bergen Bank ahead strongly**

By Our Financial Staff

BERGEN BANK Group, one of Norway's top three banking businesses, yesterday reported a significant improvement in profits for the first four months of 1989, paced by a strong performance at the parent bank.

Group operating profits before loan losses jumped to Nkr723m (\$100m), up Nkr278m from the 1988 result. Profits after estimated loan losses and charges emerged at Nkr250m, against Nkr31m a year earlier.

The group, which has been hit by Norway's weak domestic economy and by problems within its finance companies, said there was a significant improvement of all profitability ratios. Return on equity rose from 2.7 per cent to 21 per

cent for the group, and earnings per share rose from Nkr6.85 over the year to Nkr7.65m, and the interest margin, which had narrowed steadily in recent years, now shows a "positive trend."

Non-interest income, including trading in short-term securities, profit or foreign exchange dealings and fees and commissions, jumped by Nkr164m to Nkr4.9m.

Operating expenses fell 6 per cent, adjusted for the reintroduction of contributions to the Commercial Banks Security Fund from 1988.

Parent bank operating profits were Nkr709m in the first four months of 1989, up from Nkr230m a year earlier. After taxes and loan losses these were Nkr290m, up from

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or Elizabeth Rowan on 01 573 3456

or Patrick Williams on 01 573 3594

or Candice Raymond on 01 573 3351

**Southmark plea on debt**

By Roderick Oram

SOUTHMARK, the troubled Dallas real estate-based financial services group, is likely to ask its bond holders to accept new equity because it cannot generate enough cash-flow to refinance its \$1.2bn of debt.

The company recently reported negative net worth of \$26.5m at March 31 after it turned in a fiscal third-quarter loss of \$1.04bn. The steep loss was due mainly to big write-downs on its real estate partnerships and other assets.

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Bank of America



## UK COMPANY NEWS

## More aggressive management approach being taken to improve group profitability Charter meets City forecasts with £67.7m

By Kenneth Gooding, Mining Correspondent

CHARTER CONSOLIDATED, the UK industrial holding group which is part of a worldwide network of companies under the influence of the Anglo American Corporation of South Africa, yesterday reported a 23 per cent increase to £67.7m in taxable profits for the year to March 31.

Earnings per share rose 20 per cent to 43.1p and the dividend is lifted 19 per cent to 17.25p (14.5p) via a proposed final of 12.5p.

Sir Michael Edwards, who moved in as chairman last November when the Charter board was reconstituted, said: "We are confident about the prospects for realising Charter's potential and for achieving continued earnings growth for our shareholders."

He reported that the strategic review started at the time he joined would be finished soon but would take another year to implement. Already a more aggressive, hands-on

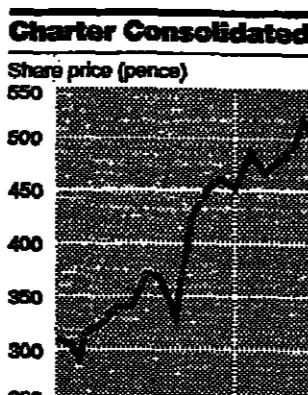
management approach was being taken to improve group profitability.

He gave little away about possible future relationships between Minoro, the Luxembourg-based investment company owned as to 60 per cent by Anglo and its sister company De Reers Consolidated Mines, and Charter or between Charter and Johnson Matthey, the precious metals marketing and refining company.

Minoro, where Sir Michael is chief executive, owns 36 per cent of Charter. Charter owns 32.9 per cent of JM. Some analysts expect Anglo to reshuffle its interests shortly.

However, Sir Michael said: "I have seen Charter as having a long-term life of its own."

Mr David Davies, a former joint chairman of the Hill Samuel merchant bank who joined Charter as deputy chairman in December and subsequently became a JM director, said that the relationship between Char



ter and JM was being examined as part of the review.

Sir Michael quickly listed the options. "We can buy some more shares. We can sell. We can stay as we are."

Mr Davies pointed out that the JM shareholding represented half of Charter's current market capitalisation of about £230m and said Charter was

taking a "close interest" in both JM's short-term profit performance and its long-term strategy.

Mr Richard Wakeling, acting chief executive, said that the first step in the strategic review had involved the sale of the Shand Construction Group, sale of a 50 per cent stake in Cleveland Potash; a head office reorganisation which had cut the staff from 120 to 25, and a new divisional structure.

Operating profits from the newly-formed divisions included £28m, up 19 per cent, from the industrial division, £3.1m, up 54 per cent, from the mining and quarrying division, £20.5m, also up 54 per cent, from the finance division, and a £24.5m contribution from JM, an 8 per cent improvement.

JM and the other major quoted subsidiary, Cape Industries, (74 per cent owned by Charter) have already separately reported their results.

The results were in line with

market expectations and Charter shares moved up 2p to 50.5p. This compares with the company's own net asset value estimate of 61.6p per share, including £120m of cash.

• Anderson Strathclyde, Charter's mining and industrial equipment subsidiary, recorded pre-tax profits of £5.5m over the same period – a rise of 32 per cent on the previous year.

Substantial reorganisation is still being carried out at the group. During the year, provisions for restructuring were taken below the line of an extraordinary debit of £12.1m (£2m). The director said that "further significant changes in the group's activities will be required" – a programme that was expected to cost a further £3.3m after tax relief.

Turnover amounted to £131m (£125.0m). Earnings per share were 7.4p (6.5p).

See Lax

## Kleinwort Benson sells two bullion processors

By John Thornhill

KLEINWORTH BENSON, the UK merchant bank, has sold two bullion processing subsidiaries to a management buy-out team for £2.4m in cash.

The two bullion manufacturers, J.S. Knight & Son and Edward Day & Baker, previously formed part of Sharps Pixley, Kleinwort's bullion broking and dealing company. The sale of the two businesses will not affect the remaining metal dealing activities of the Sharps Pixley group.

The managers of the two processors, who first approached Kleinwort about

the possible purchase around a year ago, have formed a joint company, Knight and Day.

Knight and Day reported combined pre-tax profits of £270,000 on turnover of £46.4m in 1988 and had net assets of £12.75m at the year end.

Kleinwort will retain an option in Knight and Day which may be exercised at any stage until five years after the completion of the acquisition.

Of the £2.4m consideration, £1.55m was paid on completion and additional payments totalling £850,000 will be made over the next three years.

## Attwoods US expansion

ATTWOODS, waste management group, yesterday announced that it was extending its coverage in the US with the acquisition of Atlantic Disposal Services for \$19m (£12.26m), writes Vanessa Boulard.

Atlantic operates a solid waste transfer facility and 19 waste collection routes in

southern New Jersey. These are immediately adjacent to those of National Waste Disposal, which Attwoods agreed to acquire earlier this year. The two businesses will be integrated where possible, Attwoods said.

Atlantic made pre-tax profits of \$1.6m in 1988 of about \$2.1m, and has net assets of about \$5.8m.

## Lynton head receives £690,000 for 9 months since sale to BAA

By David Waller

THE MANAGING director of Lynton, the property company bought last summer by BAA, was paid £690,000 in the first nine months that Lynton came under the airport operator's ownership. That compared to the £20,000-25,000 he was paid in the whole of the previous year.

Details of Mr Gordon Edington's salary are to be found in BAA's annual report, published this week. This shows also that Mr Maurice Lambert, chairman of Lynton, was paid between £220,000 and £225,000 for the nine-month period, against just £74,000 in the previous year.

Nr Nigel Ellis, BAA's finance director, said yesterday that he would very much like to have the same sort of package as Mr Edington and Mr Lambert. He explained that their salaries were tied to both Lynton's performance and asset growth.

"This was arranged when we bought the company last summer," Mr Ellis said. "We wanted to make sure that it remained an entrepreneurial business so that we would not lose its senior staff. The agree-

ment lasts three years, by which time we hope that it would be a disaster for us if the top people walked away."

BAA's report shows that Lynton's pre-tax profits rose by 38 per cent from £5.9m to £8.3m over the whole year to March 1989. However, Lynton's results were only consolidated in BAA's figures for nine months.

Lynton's total contribution to BAA's £198m operating profits accounted for the bulk of the £18m coming from property activities, including an £11m disposal profit.

Lynton's net assets over the year climbed from £215m to £242m, but that included a £100m transfer of property assets from BAA's own portfolio.

Mr Edington's pay would be "erratic" over the three-year period, and pointed out that Mr Edington's remuneration deal was more highly "geared" than that of Mr Lambert.

Their salaries eclipsed those of BAA's chairman, Sir Norman Payne, who received £258,000 against £151,000, while Mr Jeremy Marshall, BAA's chief executive, upped his pay to between £170,000 and £175,000.

Although Mr Marshall was not in the UK yesterday, he left a statement indicating that the pay rises were appropriate to the property industry and tied to Lynton's performance since it was acquired for £230m last summer.

Last week, when the company reported a 19 per cent rise in pre-tax profits to £198m, Mr Marshall said that the purchase of Lynton had been a "resounding success".

Analysts recognise that BAA, with 11,200 acres of land at its disposal, has vast property development potential, but Mr Edington's pay related solely to Lynton. Unlike Mr Lambert, he is not even a director of BAA.

## Plessey chief in £92,000 pay cut

By Terry Dodsworth, Industrial Editor

SIR JOHN Clark, chairman and chief executive of the embattled Plessey electronics group, received a pay cut last year of £32,000.

The reduction in Sir John's remuneration, from £261,958 to £229,872, came from the elimination of a special payment in the previous year. According to the company, a fairer comparison to last year's payment was the £237,000 he received in the year to March 1987.

The big jump in Sir John's entitlements in the 1987-88 financial year resulted from payments to cover additional tax charges levied by the Inland Revenue. This arose because the tax authorities insisted on reclassifying travel expenses incurred by Sir John between 1986 and 1987 as taxable salary.

Plessey's report and accounts, published yesterday, come at a time when the company is expected to receive a renewed takeover offer from

the General Electric Company, and Siemens of West Germany. They would have been priced, the company said, at the existing share price when the options were granted.

At the time of the GEC/Siemens offer, Plessey shares were trading at 174.5p, but since then they have jumped sharply in value, closing last night at 263p.

## Anglesey Mining

Kleinwort Benson Investment Management has acquired 6.1 per cent of Anglesey Mining, which hopes to re-open the base metals mine at Parrys Mountain, north Wales.

## Kuwait Investment

The Kuwait Investment Office has reduced its stake in British Empire Securities and General Trust from 12.18 per cent to just under 10 per cent.

## PROFITS ADVANCE 23%

Results for the year ended 31 March 1989

Profit before tax	£67.7 m	up 2.3%
Profit attributable	£45.5 m	up 20%
Earnings per share	43.1 p	up 20%
Dividend	17.25 p	up 19%
Higher profits from all divisions	55.4	
Market leaders in specialist sectors	42.2	
Strong financial resources — net cash balance of £134 million	28.8	
Considerable potential for future growth	16.5	

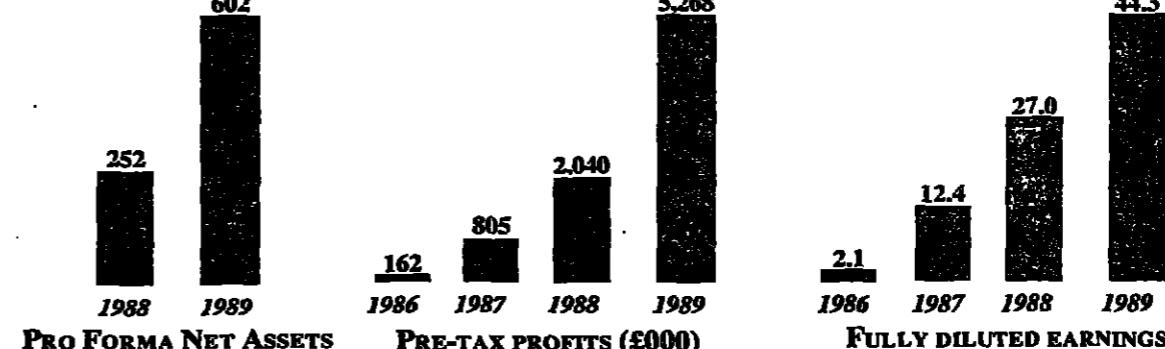
Charter is the parent company of a British group engaged in engineering, building materials and services, mining and quarrying, and investment. Charter has important interests in the marketing, refining and fabrication of precious metals and manufacture of automotive and industrial catalysts.

# CHARTER

The Annual Report will be posted on 24 July 1989, when copies may be obtained from Charter Consolidated PLC, 40 Holborn Viaduct, London EC1P 1AJ.

## 1989 RESULTS

# CITY GATE ESTATES PLC



- Pro forma net assets per share\* up by 139%.
- Pre-tax profits up by 158%.
- Fully diluted earnings per share up by 64%.
- Our UK development portfolio is now approximately 1 million square feet with an estimated sales value of over £250 million on completion.

66 We have substantial cash resources due from forward sales and an enviable portfolio of commercial development sites located mainly in the growing west London sector. We believe that these factors, combined with the drive and expertise of our management team, will enable us to achieve further exciting progress in 1990 and beyond. 99

Andrew de Candole  
Managing Director

## An Investment in the Future

\*Pro forma net assets per share is based on the audited balance sheet at 31 March adjusted to take account of the surplus before tax arising on revaluation of the Group's interests in land and buildings including work in progress. It must be stressed that the value of investments can fall as well as rise and that the past is not necessarily a guide to the future. The contents of this statement, for which the directors of City Gate Estates PLC are solely responsible, have been approved for the purposes of Section 32 of the Financial Services Act 1986 by Deloitte Haskins & Sells as a firm authorised by The Institute of Chartered Accountants in England and Wales to carry on investment business.

Copies of the 1989 Annual Report and Accounts may be obtained from the Secretary, City Gate Estates PLC, Burrell Street, London SW3 5XN.

## ANNOUNCEMENT

Ministry of Transport and Public Works,  
The Netherlands

Invitation to promoters for prequalification

On behalf of the Minister of Transport and Public Works of The Netherlands, The Steering Committee Projects Infrastructure (SPI) invites promoters to prequalify for proposing a privately financed scheme for two tunnel projects, i.e. the "Wijkertunnel" and the extension of the "Coentunnel", including connections with the present road system. The promoters will finance and operate the projects themselves but will be required to contract out design, engineering and construction.

## Background

The Dutch Cabinet has decided to accelerate the construction programme for five road tunnels and for connecting roads by way of privately financed schemes. In the meantime the first tunnel project, a tunnel under the river "De Noord" has begun. By means of this announcement promoters are invited to prequalify for proposing a privately financed scheme for the next two tunnel projects i.e. the "Wijkertunnel" and the extension of the "Coentunnel" including connections with the present road system. Candidates may prequalify for one tunnel project or for both together.

The investment for the "Wijkertunnel" and the extension of the "Coentunnel" is estimated at approx. DFL 365,000,000 DFL 400,000,000 respectively (excl. interest charges and VAT).

The investment and operating costs are to be recovered by tolls, during an operating period of 30 years after which both tunnel projects and connecting roads will be transferred to the Government at no cost.

The contract resulting from negotiations will be subject to approval of the Dutch Parliament (i.e. Tweede Kamer der Staten Generaal).

## Additional Information

A brochure in the Dutch language with project-details, procedures and conditions is available from the secretary of the Steering Committee Projects Infrastructure c/o Deloitte Haskins and Sells Management Consultants, Netherlands, Drs. W. Zeeuw, Churchilllaan 11, 3527 GV Utrecht, tel: 3130-939941, telex 3130-931086. This brochure also contains the prequalification forms to be submitted.

## Procedure

1. The prequalification forms must reach the Secretary of the Steering Committee Projects Infrastructure before August 1st 1989. Late submissions or submissions on other than the prescribed prequalification forms will not be accepted.
2. The following information is required:
  - a. Documentation showing that the candidate is able to provide the required financing.
  - b. Documentation showing to what extent the candidate has participated in the financing of large projects requiring comparable investments during the last 10 years.
  - c. Documentation showing to what extent the candidate's financial position is sound. A minimum equity of DFL 100,000,000 will be required for each tunnel project.
  - d. Documentation showing to what extent the candidate has sufficient financial management resources and experience in project organisation to complete a project of this magnitude successfully.
3. The candidate for prequalification can be a company, or a combination of companies. Each company, separately or combined, can only apply once for prequalification for one tunnel project or for both together, in the context of this invitation financial institutions, pension funds, insurance companies, etc., are equally considered to be suitable for prequalification.
4. A number of companies will be selected from the applications received. Each of the selected companies will be requested to submit a full proposal, based on documentation to be submitted by SPI. A maximum of five candidates will be selected for each of the tunnel projects and for both projects together.

## INTERNATIONAL TELECOMMUNICATIONS

The Financial Times proposes to publish a Survey on the above on

17 JULY 1989

For a full editorial synopsis and advertisement details, please contact:

JEREMY M. BAULF

on 01-873 4026  
or write to him at:Number One, Southwark Bridge  
London SE1 9HLFINANCIAL TIMES  
EUROPE'S BUSINESS NEWSPAPER

## COMPANY NOTICES

## TAISHO MARINE AND FIRE INSURANCE COMPANY LTD

NOTICE TO HOLDERS OF EUROPEAN DEPOSITORY RECEIPTS TO BEARER (EDRS)

In accordance with Clause 10 of the Deposit Agreement dated 27th September 1976, Hansgrohe Bank Limited hereby gives notice of the combination on 1st July 1989 of the European Depository Receipts of Shareholders of Taisho Marine and Fire Insurance Company Limited.

The purpose of the combination is:

1. Date and time: 10.00 a.m. on June 29th 1989.

2. Place: in the conference room of the 4th floor of the Head office of the Company located at 9 Kanda- naga-ru, 3-chome, Chiyoda-ku, Tokyo.

3. Purposes of the meeting:

Matters to be reported:

Budget, Income Statement Sheet and Profit and Loss Account for the 2nd business year (from April 1, 1988 to March 31, 1989).

Matters to be resolved:

First Item: Approval of Proposed for Profit Approval for the 2nd business year.

Second Item: Election of six(6) Directors.

Third Item: Election of three(3) Statutory Auditors.

Fourth Item: Presentation of retirement grants in respect of the three(3) Statutory Auditors for their services.

Hansgrohe Bank Limited

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All calls are charged at 2p per minute (0848 & 0898) & 3.25p per minute (0836), including VAT.

## UK COMPANY NEWS

## Robert Horne held to £7.72m

By John Riddings

A SLOWBURN in the growth of paper sales limited Robert Horne, paper merchant, to pre-tax profits of £7.72m for the six months to the end of March, an increase of 10.1 per cent.

Turnover rose from £29.88m to £30.18m and earnings per share rose from 13.71p to 15.11p.

Sir Kenneth Berrill, chairman, said that in spite of the increase, the performance was not as good as the record profits of £8.3m achieved in the six months to the end of September 1988, when volumes and margins saw good improvements.

He said that those unusually favourable conditions did not carry on into the current calendar year. In addition, the cost of the group's investments in computing, warehousing and acquisitions caused a swing in interest payments from £221,000 reduced to £280,000 charged.

The company said that there had been no change in the market situation during the opening months of the second

half and that as a result they "considered it prudent" to maintain the interim dividend at 2.5p.

The remainder of the group's businesses experienced mixed fortunes. According to Mr Michael Bainstow, managing director, Triton, manufacturer of industrial fasteners, was affected by higher interest rates and saw "a slight shortfall in profits".

Atkins and Cripps, the hardware importer also saw a "modest profits decline" because of start up costs at its new Plymouth operation.

The office products division, which comprises three companies acquired in 1988, and which is in the process of reorganisation, made a marginal contribution. The company said that when the restructuring is complete the division "will add materially to growth and profitability".

The various investments and acquisitions resulted in an



Sir Kenneth Berrill: unusually favourable conditions did not carry on into 1989

increase in gearing from about 8 per cent to 20 per cent.

## ● COMMENT

Over the past few years Robert Horne's earnings growth has hovered around 20 per cent. But this year the brakes are

being applied. Although a 10 per cent rise at the interim stage is perfectly respectable, the second half boost is unlikely to materialise. The extent of the slowdown in the growth of paper sales is difficult to gauge. The softening of the market may only be a fall, a view which is supported by the continued strength of paper consumption. But equally, the slowdown may presage the passing of the peak in what has tended to be a cyclical market. The cushion of diversification does not yet have many beans in it, and with the continued costs of investments coming through, the full year is unlikely to see much improvement. Assuming pre-tax profits of £16.5m, about £1m less than original forecasts, the 'A' shares are on a prospective multiple of 9. Following yesterday's note of caution this is likely to slip back, although support is provided by the prospect of investment benefits coming through next year.

## S Montagu buys 5m Gateway

By Nikki Tait

Samuel Montagu, which is acting as joint adviser to Newgateway, the new company making a £2m recommended leveraged offer for Gateway, yesterday confirmed that it picked up 5m shares in the food retailer on Tuesday.

The shares were acquired for Samuel Montagu's own account at 225p a share - slightly below the Newgateway offer price of 225p a share.

Meanwhile, there was no further word from Isoscelles, which already has a £1.87m offer for Gateway on the table. This had been declared final and was due to reach its close at lunchtime today.

Correction  
Staveley Inds

In the comment which accompanied the full-year figures of Staveley Industries, published in the edition of June 15, the pre-tax profit forecast for 1989-90 should have read £24m. On this basis, the prospective multiple of 9 was correct as published.

This advertisement is issued in compliance with the regulations of the Council of The Stock Exchange. It does not constitute an invitation to the public to subscribe or purchase any shares. Application has been made to the Council of The Stock Exchange for the share capital of Trace Computers plc, issued or to be issued pursuant to the Placing by Brown, Shipley & Co. Limited, to be admitted to the Official List.

## TRACE COMPUTERS PLC

(Incorporated in England and Wales Registered No. 238832)

Placing by  
Brown, Shipley & Co. Limited

of

3,286,384 Ordinary Shares of 5p each  
at 125p per share

Share capital  
Authorized £1,000,000  
in Ordinary Shares of 5p each  
Issued and to be issued fully paid £245,000

Trace Computers plc and its subsidiaries are involved in the design, development and maintenance of software systems, meeting the varied computing requirements of clients in defined markets. The Group also provides complementary services to its clients and, where appropriate, associated hardware.

Listing particulars relating to the Company are available through the statistical services of Excel Financial Limited. Copies may be obtained during normal business hours on any weekday (Saturdays and Bank Holidays excepted) up to and including 6th July, 1989 from:

Brown, Shipley & Co. Limited  
Finsbury Court  
Finsbury  
London EC2R 7HELawrence Pount & Co. Limited  
27 Finsbury Square  
London EC2A 1LPTrace Computers plc  
53 Finsbury Road  
London EC1M 3JB

Copies of the listing particulars are also available from the Company Announcements Office, The Stock Exchange, 46-50 Finsbury Square, London EC2A 1DD, up to and including Monday 26th June, 1989.

22 June 1989

## BOARD MEETINGS

Penny &amp; Giles, Redhouse Int, Sterling Inds, Triton, Finsbury Court, Finsbury, London EC2A 1LP

INTERIM DIVIDENDS

TODAY

Inclusive- Angle TV, Kemp (PE), Lee (Arthur), Triton, Finsbury Court, Finsbury, London EC2A 1LP

Shareholders' Meeting

George House  
George Road  
Edgbaston  
Birmingham B15 1PGFINANCIAL TIMES  
EUROPE'S BUSINESS NEWSPAPER

The Financial Times proposes to publish this survey on:

14th July, 1989

For a full editorial synopsis and advertisement details, please contact:

Anthony G. Hayes

on 021-454 0922

or write to him at:

George House

George Road

Edgbaston

Birmingham B15 1PG

FINANCIAL TIMES  
EUROPE'S BUSINESS NEWSPAPERSCI TECH S.A.  
SICAV2, boulevard Royal - L-2953 LUXEMBOURG  
R.C. Luxembourg B 200458

Notice is hereby given to the shareholders, that the ANNUAL GENERAL MEETING of shareholders of SCI TECH S.A. will be held at the head office of Banque L-2953 Luxembourg, on Friday, June 30, 1989 at 3.00 p.m. with the following agenda:

1. Submission of the reports of the Board of Directors and of the Auditor; Operations as at March 31, 1989;
2. Approval of the Statement of Net Assets and of the Statement of Operations as at March 31, 1989;
3. Appropriation of net results;
4. Discharge of the Directors and of the Auditor with respect of their performance of duties for the year ended March 31, 1989;
5. Receipt of and action on nomination of the Directors and of the Auditor;
6. Miscellaneous.

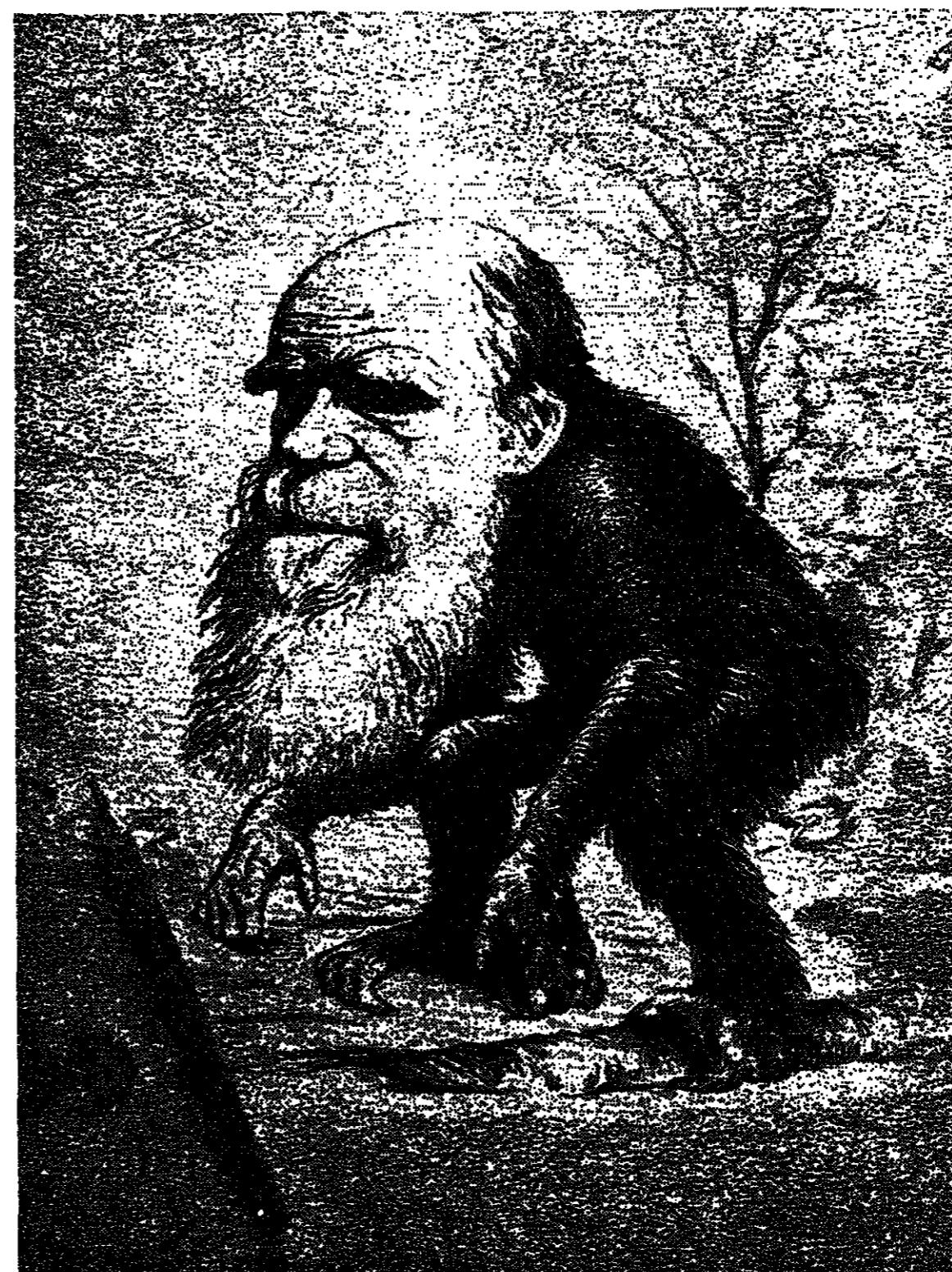
The shareholders are advised that no quorum is required for the items on the agenda of the Annual General Meeting and that decisions will be taken on a simple majority of the shares present or represented at the meeting with no restriction.

In order to attend the meeting of June 30, 1989 the owners of bearer shares will have to deposit their shares FIVE clear days before the meeting at the registered office of the Company or with one of the following banks:

- BANQUE INTERNATIONALE A LUXEMBOURG  
2, boulevard Royal - L-2953 Luxembourg
- BANK MEES & HOPE N.V.  
548 Herengracht - NL-1017 CG Amsterdam
- LOMBARD ODIER & CIE  
11, rue de la Cornaterie - CH-1204 Genève

THE BOARD OF DIRECTORS

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**get a warm reception from us. If you want to run a**

**big business and can offer something new, we'd**

**like to fund you. And secondly, you can expect**

**a rough ride in the first few years. So our**

**long-term view means that we don't**

**look for immediate gains. We love**

**change; but we're not impatient.**

3i PLC 91 WATERLOO ROAD, LONDON SE1 8XP, TEL: 01 928 7822. 3i CAPITAL AND 3i VENTURES BOSTON, MASSACHUSETTS, USA, TEL: 617 542 8560. 3i CAPITAL AND 3i VENTURES NEWPORT BEACH, CALIFORNIA, USA, TEL: 714 720 1421. 3i VENTURES, MENLO PARK, CALIFORNIA, USA, TEL: 415 954 3330. 3i SA, PARIS, FRANCE, TEL: 46 40 9299. 3i GESELLSCHAFT FUR INDUSTRIEBELEBILIGUNGEN MBH, FRANKFURT, GERMANY, TEL: 49 69 740835. 3i JERSEY LTD, ST HELIER, JERSEY, TEL: 0504 38226. 3i AUSTRALIA LTD, MELBOURNE, AUSTRALIA, TEL: 03 614 3249.



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NOTICE OF ADJUSTMENTS OF

WARRANT EXERCISE PRICE TO HOLDERS OF

ECU100,000,000 2 1/4% Guaranteed Notes due 1991 with Warrants  
U.S.\$500,000,000 2 1/4% Notes due 1992 with Warrants  
U.S.\$400,000,000 4 1/4% Notes due 1993 with Warrants  
ECU100,000,000 3 1/4% Notes due 1993 with Warrants

Pursuant to Clause 4(C) of the Instruments under which the above described Warrants were issued, notice is hereby given that the Warrant Exercise Prices at which shares are issuable upon the exercise of the Warrants have been adjusted in accordance with Clause 3 of the Instrument with effect from 22nd June, 1989 (Japan Time) from Yen 481.20 to Yen 477.80, Yen 711.50 to Yen 705.70, Yen 884.10 to Yen 876.50 and Yen 864.10 to Yen 876.50, respectively.

C. Itoh & Co., Ltd.  
13, Kyobanchi 4-chome  
Chuo-ku, Osaka, Japan

Dated: 22nd June, 1989

Asia Pacific Growth Fund  
The Annual Report as of 31st December 1988 has been published and may be obtained from:

Pierson, Heldring & Pierson N.V.  
Herengracht 214, 1016 BS Amsterdam.  
Tel. +31 - 20 - 211188

**GRANVILLE**  
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High	Low	Company	Price	Change	Gross	Yield	P/E
340	295	Ass. Brit. Ind. Ordinary	340d	0	10.3	3.0	9.2
28	26	Avon Group	28d	0	2.1	5.9	8.5
35	28	Babcock & Wilcox	35d	0	2.7	1.4	33.7
210	149	Barclay Group	197	0	6.7	5.4	-
124	105	Barclay Group Co. Pref. (SE)	123	0	5.9	6.0	8.8
123	108	Bray Technologies	99	-1	5.9	6.0	-
110	107	Brentnall Com. Pref.	105	-3	11.8	18.2	-
104	98	Brentnall Com. Pref. 9% C.C.R.P.	99	0	11.0	16.6	-
305	285	CEI Group Ordinary	295d	-1	14.7	5.0	3.6
176	168	CEI Group 11% Com. Pref.	173	-1	24.7	8.5	-
210	140	Carbo Pte (SE)	205	0	7.6	3.7	12.1
110	109	Carbo 7.5% Pref (SE)	110	0	10.3	9.4	-
135	125	George Blair	125	0	12.0	1.5	32.2
122	115	Grange Group	125	0	12.0	1.5	32.2
184	115	Jackson Group (SE)	180	0	7.1	3.9	10.5
322	261	Muthuhouse NV (Ainsted)	305	0	10.7	1.5	-
167	98	Robert Jenkins	118	0	7.5	6.4	4.5
467	403	Scruttons	465	-2	18.7	4.0	12.4
290	270	Torley & Carlisle	290d	0	9.5	3.2	10.1
117	102	Torley & Carlisle Com. Pref.	115	0	10.7	9.2	-
122	92	Torley & Carlisle (SE)	97	0	2.7	2.8	10.4
395	325	Veterinary Drug Co. Pte	390	0	22.0	5.6	9.4
370	327	W.S. Yates	335	0	16.2	4.8	7.9

Securities designated (SE) and (USM) are dealt in subject to the rules and regulations of the Stock Exchange. Other securities listed above are dealt in subject to the rules of TSE

These Securities are dealt in strictly on a matched largely basis. Winter Granville & Co Limited are Granville Securities Limited are market makers in these securities

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Sep. 1839/1848 +13 Sep. 2219/2229 +13 Sep. 2499/2511 +1

Prices taken at 5pm and change is from previous close at 9pm

**GENERALE**  
BELGIQUE BELGIE

Notice to holders of 'part de réserve' shares

The extraordinary general meeting held on 20 June 1989 decided among other issues on a share split on the basis of three new 'part de réserve' shares, either ordinary or AFV, coupons n°31 to 60 attached, for two existing ones, coupons n°23 to 30 attached.

Shareholders who do not hold an even number of old shares to exchange should take the following steps with regard to the extra share:

— one old share, coupons n°24 to 30 attached, will be exchanged for one new one, either ordinary or AFV depending on the share;

either ordinary or AFV depending on the old share.

So that coupons n°23 which have been detached from ordinary or AFV shares may be bought and sold, they will temporarily be quoted on the stock exchanges where the shares are usually quoted from 3 July 1989 onwards.

From 3 July 1989, shares will be quoted in their new form on the Brussels, Antwerp, Frankfurt, Paris, Luxembourg, Zürich, Geneva and Borse stock exchanges. They will no longer be negotiable in the old form.

Shares and coupons n°23 which have been detached from the shares can be deposited for exchange at the following banks from 21 June 1989.

Great Britain: Banque Belge Limited 4 Bishopsgate, London EC2N 4AD

United States of America: European American Bank and Trust Company, EAB Plaza, New York, NY 11555

## Linacre to sue Merrill after clearance by DTI

By Clay Harris

MR PETER Linacre, chairman of the fast-growing waste disposal company Caird Group, plans to start legal action against his former employer, Merrill Lynch, after being cleared of possible insider dealing by a Department of Trade and Industry investigation.

Mr Linacre was dismissed as an equity salesman by Merrill in December 1988, after allegedly breaking internal rules on dealings for transactions two months earlier in the shares of Grand Central Investment Holdings, a food production and distribution company.

The US securities house passed details to the Stock Exchange, and the DTI announced the appointment of inspectors under Section 177 of the 1986 Financial Services Act on November 17, 1987. This week, however, the DTI said there would be no prosecution after the report by inspectors Mr Timothy Nash, a barrister, they are at risk of leaving the firm."

and Mr Deryck Botterill, an accountant.

Mr Linacre said yesterday: "I will now be seeking redress from Merrill Lynch who I believe behaved wrongly." Mr Linacre admits he dealt on his own account in Grand Central shares shortly before a share placing by the company, and that he made a profit of a few thousand pounds on the disposal.

However, he says the transactions were done openly through Merrill Lynch and were intended to facilitate the placing by Grand Central, which was a Merrill client.

Although Merrill declined to comment on Mr Linacre's stated intention to commence proceedings, a spokesman said yesterday: "We have very strict rules governing the dealing in securities by employees. If employees violate the rules, and eight cases where criminal proceedings had begun."

After his dismissal by Merrill, Mr Linacre subsequently took the chair at Caird which has been transformed from a sleepy Scottish-based property investment company into one of the leading waste disposal operators in the UK.

When the investigation was announced, the DTI said it was taking the rare step of naming Mr Linacre because the probe had been transformed from a sleepy Scottish-based property investment company into one of the leading waste disposal operators in the UK.

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However, he says the transactions were done openly through Merrill Lynch and were intended to facilitate the placing by Grand Central, which was a Merrill client.

Although Merrill declined to

comment on Mr Linacre's stated intention to commence proceedings, a spokesman said yesterday: "We have very strict rules governing the dealing in securities by employees. If employees violate the rules, and eight cases where criminal proceedings had begun."

After his dismissal by Merrill, Mr Linacre subsequently took the chair at Caird which has been transformed from a sleepy Scottish-based property investment company into one of the leading waste disposal operators in the UK.

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Although Merrill declined to

## CEI sells Labgear subsidiary for £5.62m

By John Thornhill

CAMBRIDGE ELECTRONIC industries, the component and instrumentation group, is continuing to refocus its business by selling its Labgear Cablevision subsidiary for £5.62m cash.

The company is Telesis Oy, a subsidiary of Sponsor Oy, a Finnish public company.

Labgear makes equipment for the reception and distribution of radio, television and data signals. In 1988, Labgear made operating profits of £263,000 on sales of £2.03m.

Last month, CEI's share price fell 22p to 221p when Mr John Jackson, chairman, told shareholders at the company's annual meeting that he viewed the outlook for the first half of 1989 with some caution.

At that time, he outlined a programme of disposals, saying that the money raised from these sales would be used to concentrate on CEI's core activities.

Labgear was one of three companies included in this disposal programme. The other two were Ajax Machine Tools and Bellring Lee Intec, a fibre optics products manufacturer. CEI has also made a series of acquisitions in recent months, strengthening its positions in the relay, medical electronics and capacitor manufacturing fields.

CEI's share price rose 3p to 203p on yesterday's announcement.

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## UK COMPANY NEWS

## Rowland-Jones back as chairman of Bremner

By Clay Harris

PERSISTENCE HAS finally paid off for Mr James Rowland-Jones. His return as chairman of Bremner, 17 months after being voted out of the position, marks a full turn of the wheel at the Scottish stockbroking and property investment company which has been riven by boardroom disputes for several years.

Mr Rowland-Jones was co-opted as a director and named chairman on Tuesday after a 3½-hour board meeting in Glasgow. His appointment apparently did not have the support of Mr Dennis McGuinness, the outgoing chairman and a long-time rival of Mr Rowland-Jones.

Mr McGuinness, who remains on the board to look after the affairs of Bremner's Carew & Co stockbroking subsidiary, would not comment yesterday. He said, however, that he would be making a statement in due course, probably today.

Mr Rowland-Jones's return

The return of Mr Rowland-Jones, who previously served as chairman from May 1986 to January 1988, means that Bremner will not proceed with the proposed sale of a Glasgow department site for £2.5m to the Scottish retailer What Everyone Wants. Mr McGuinness had supported the sale.

On the other hand, Mr Rowland-Jones said Bremner should seek the highest price and insisted that more than £3m was achievable. He had signalled his intention to lead opposition to the disposal at an extraordinary general meeting.

While Mr Rowland-Jones said "subsequent events have proved what vision I had," the stock market was less enamoured with the prospects of his return. Bremner shares fell 10p to 85p.

With 13.9 per cent, Mr Rowland-Jones and his family

trusts control the largest single shareholding in Bremner.

Mr Rowland-Jones's return

## Dowty makes \$5.8m US buy

By Vanessa Houlder

DOWTY GROUP, engineering and electronics company, has ventured further into the anti-submarine warfare business with the acquisition of the Los Angeles-based Resdel Engineering Corporation for \$2.2m (£1.2m).

Resdel, a subsidiary of Resdel Industries, will help Dowty consolidate its position in the market for worldwide sonobuoy receivers — which establish the position of submarines through picking up signals

defected from a transmitter. Resdel specialises in aircraft applications and is expected to complement Dowty's existing business of supplying receivers for helicopters through its Dowty Maritime Systems subsidiary.

Mr Colin Cocks, managing director of Dowty Electronic Systems division, said the deal would enable Dowty to take a leading market share in the world sonobuoy receiver market, which is expected to be

close to \$500m over the next decade.

The payment, which may be adjusted in line with the assets acquired, will be financed by a vendor placing of 1.3m new shares, representing 0.5 per cent of the enlarged share capital and by a cash payment of \$0.5m (£0.2m).

Sales of Resdel Engineering were \$1.8m (£1.1m) for the year ended June 30. It has 160 employees, all based in Los Angeles.

## Bradford Prop at £21m

PRE-TAX PROFITS of The Bradford Property Trust rose from £19.27m to £21.4m in the year to April 5 1989. Rental income, exclusive of rates, improved from £2.94m to £3.13m and sales by dealing companies from £21.16m to £23.97m.

The directors said that during the second half a higher

percentage of properties becoming vacant were retained and relet on assured or short-term tenancies at market rents as permitted by the 1988 Housing Act. They saw such letting as a real alternative to sales.

Earnings per share, after tax of £7.23m (£6.54m) were 48.5p (44.5p). A final dividend of 7.5p makes a 16p (12.5p) total.

## UK ECONOMIC INDICATORS

ECONOMIC ACTIVITY: Indices of industrial production, manufacturing output (1985 = 100); retail sales volume (1985 = 100); registered unemployment (excluding school leavers) and unfilled vacancies (000s). All seasonally adjusted.

	Ind. prod.	Manuf. output	Eng. order	Retail sales vol.	Retail sales value	Unfilled vac.	Vacs.
1988							
1st qtr.	107.9	116.3	91.2	117.2	2,061	260.9	13.2
2nd qtr.	109.4	116.2	92.5	118.6	2,027	261.3	12.2
3rd qtr.	110.7	116.1	92.7	118.9	2,028	264.3	12.3
4th qtr.	110.8	117.2	92.1	118.7	2,027	265.7	12.4
July	110.5	117.4	91.7	118.7	2,028	262.2	12.5
August	110.5	117.5	91.7	118.7	2,028	262.7	12.6
September	110.5	117.5	91.7	118.7	2,028	262.2	12.7
October	110.5	117.5	91.7	118.7	2,028	262.2	12.8
November	110.5	117.2	91.7	118.7	2,028	262.2	12.9
December	110.5	117.5	91.7	118.7	2,028	262.2	12.9
1989							
1st qtr.	108.1	116.2	92.1	121.4	2,024	1,022	22.7
January	108.2	116.2	92.1	121.4	2,024	1,022	22.7
February	108.2	116.2	92.1	121.4	2,024	1,022	22.7
March	108.2	116.2	92.1	121.4	2,024	1,022	22.7
April	108.2	116.2	92.1	121.4	2,024	1,022	22.7
May	108.2	116.1	92.1	121.3	2,023	1,022	22.8

EXPORTS, imports, investment goods, intermediate goods, investment goods, intermediate goods (excluding ships and aircraft), engineering output, metal manufacture, mining, leather and clothing (1985 = 100); housing starts (000s, monthly average).

MANUFACTURING, mining, electricity, gas, water, construction, goods, investment goods, intermediate goods (excluding ships and aircraft), engineering output, metal manufacture, mining, leather and clothing (1985 = 100); housing starts (000s, monthly average).

UNEMPLOYMENT: registered unemployment (000s); registered unemployment (excluding school leavers) and unfilled vacancies (000s). All seasonally adjusted.

FINANCIAL: money supply M0, M1 and M3 (annual percentage change); bank sterling lending to private sector; building societies' net inflow; consumer credit; all seasonally adjusted. Clearing Bank base rates (per cent).

Second-half profits at Mountview down in second half

Second-half profits at Mountview Estates, property developer, fell to £5.25m, against £5.7m last time, but the company still ended the year to March 31 1989 ahead from £10.45m to £11.7m.

Turnover grew to £15.49m (£14.97m). After tax of £4.09m (£3.67m) earnings per 5p share were 161.9p (£18.6p). The proposed final dividend is 7.5p for a total 16p higher at 9.5p.

Mr Michael Oet, McKechnie's

chief executive, said that part

of the incentive for the deal

was to accommodate the trend

towards the concentration of

suppliers to international

motor manufacturers.

"Modern vehicle manufacturing

practice will not tolerate

long pipelines of supply from a

single UK supplier to several

assembly plants overseas. So

when major car makers have a

manufacturing presence in the

UK and continental Europe

and North America we have to

rethink."

The company also presented an

early opportunity to establish a

northern European presence

for its other automotive injection

motors.

Conder will remain a distinct

entity within the group and its

existing management will be

preserved.

Mr John Riddings

McKECHNIE, the plastics,

metals and consumer products

group, is expanding its auto-

mobile plastics business

through the acquisition of

Cover Union, a Dutch manu-

facturer of extruded tube and

tube assemblies, for a total of

£4.35m.

As far as its own record was

concerned, Conder reiterated

its record of unbeknown profits

and dividends growth spoke for

itself.

The 16 per cent increase in

earnings in 1988/89 — which

many analysts attributed to a

lower-than-expected tax bill —

was hailed as a considerable

achievement in the light of the

exceptionally mild winter.

Mr David McErlean, chair-

man of the much smaller

Anglo, indicated that he

thought there was nothing new

in Coalite's latest missive.

It sent its shareholders a cir-

cular defending its strategy of

diversifying away from fuel

distribution and hitting out at

Anglo's own record.

Coalite pointed to Anglo's

recent earnings record —

which included a lurch into

losses in 1984 — and con-

demned the company's failure

to pay dividends in 1984 and

1985.

"With such a lamentable

record," the circular urged, "it

is not surprising that Anglo

is making such an inade-

quate offer for your shares."

Coalite demonstrated again

in yesterday's report that the

non-core businesses — in

waste management and quar-

rying, for example — are grow-

ing more rapidly than the fuel

activities and that they have

higher margins.

Accordingly, Coalite has

argued, it would be foolish

to get rid of them. It has con-

cerned that Anglo's strategy is

determined solely by its re-

quirements of its bankers.

Coalite's shares dropped 2p

to 48p yesterday, well above the

42p cash offer.

Afterwards, Mr

## COMMODITIES AND AGRICULTURE

## Advances made on reform of EC sheep regime

By Tim Dickson in Brussels

AFTER MONTHS of stalemate the European Community's key negotiations on reform of the sheepmeat sector finally appear to be yielding some results.

Progress at this week's Agriculture Council in Luxembourg was admittedly slight – but those close to the talks say that experts from the member states had already narrowed down some of the differences at earlier meetings in Brussels and that further "technical" advances should be made over the next month.

There is even an outside chance of broad political agreement at the July Farm Council, although the clever money is probably on a deal in the early autumn.

The significance of the Commission's sheepmeat proposals is that the sector is the only major one covered by the Common Agricultural Policy not yet to have been the subject of serious reform. The outcome, moreover, is of particular interest to New Zealand which is anxiously awaiting a decision from the member states on the European Commission's proposal setting out Wellington's butter and lamb import quotas for this and subsequent years – a matter which some EC Farm Ministers' have now firmly linked to changes in the EC's internal sheepmeat regime.

The challenges for the reformers lies in the widely different national production patterns and consumer preferences when it comes to sheep. Essentially the split is between the specialist lamb producers of

Northern Europe – whose animals graze on free grass and who turn out relatively large carcasses – and farmers in Italy and Greece for whom sheepmeat is very much a byproduct of other activities, who produce light carcasses but receive relatively high prices.

The spiralling cost of the deficiency payment system in recent years – essentially it bridges the gap between the market price and a target price in the seven regions of the Community – is in part the result of high imports and (as viewed by EC producers) low tariffs. The Commission's ultimate aim is to harmonise these different national systems so that there is a uniform income loss, although it is recognised that this will only be achieved after a transitional stage.

Along with its simultaneous reduction in the subsidy on skimmed milk powder turned into animal feed and recent cuts in export refunds for certain dairy products, this manoeuvre illustrates the dramatic way in which the market balance in the dairy sector has recently been restored.

The main recent development has been the ideas put out in an unofficial paper from the Commission. These include an increase in the original terms offered to Spain and Portugal, in an effort to buy off some of the opposition in the southern part of the EC; a newly enhanced role for private storage payments as a means of regulating the market, which has gone some way to meeting French objections and but which has evoked concerns about the costs from other member states; a new way of dismantling the variable premium which British farmers currently enjoy; and a slight change in the original proposal on headage limits so that in Less Favoured Areas the limit would be 500 ewes per full-time labour unit.

## EC armies lose out in butter victory

By Tim Dickson

THE ARMIES of western Europe have become victims of the successful assault on the Brussels butter mountain.

In a move quietly recorded in a recent issue of the Official Journal of the European Communities, the EC's weekly management committee for Milk and Milk Products has decided to suspend the regulation granting aid payments "for the purchase of butter by the armies and similar forces of the member states."

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## Guyanan sugar strike cost estimated

By Canute James in Kingston

THE year as a factor likely to depress prices.

China is now less of an influence, and attention is swinging towards the prospects for 1989-90 crops. Conditions in Europe are very dry in some areas, and insect and viral problems could cause greater difficulties than usual.

At the same time the situation in Brazil seems to be a little tighter than thought earlier. Further time is needed to establish the regulations under which exports will be carried out under privatisation, says the report.

"This is likely to keep Brazil out of the market for the next few months and further limit the availability of one of the few alternative white sugar sources outside the EC."

The emergence of the likely extent of India's needs has switched attention away from the lack of Chinese buying, which had been cited earlier in the year as a factor likely to depress prices.

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## Ready-made profits at the salad counter

Bridget Bloom on a company that found rich returns beneath the tip of the iceberg

THE BIG moved deliberately across the huge field like a galleon with sails reefed, cutters busy below and graders, wrappers, packers and the box bay on the vehicle itself. It was an improbable packing station, processing iceberg lettuces grown at 23,000 to the acre and destined for supermarkets across the south of England.

Kent Salads, whose turnover has multiplied from £2.5m in 1982 to £12m today, is one of Britain's biggest salad producers. The crisp iceberg, harvested between May and October and immediately wrapped and dispatched from the mobile rig to be cooled and sold, is the company's mainstay, but the big increase in its business has recently come from more exotic produce.

Lollo lettuce, frisee, radicchio, salade de mache, roquette and chervil, as well as Little Gem and Butterhead, are today grown or imported and turned, all year round, into the ready-to-eat prepackaged continental type salads which are an increasingly large part of Marks & Spencer's salad business.

It would be hard to find a better example than Kent Salads of a traditional farming operation moving in the direction increasingly urged upon farmers by politicians aware of the downturn in farming over the past couple of years. The great importance of marketing, and of adding value to a product, has become a constant theme of British ministers as the EC comes to grips with the need for the purchase of extra butter must be restricted."

A commission official pointed out last night that the relevant regulation could always be re-introduced if market circumstances permit.

The origin of Kent Salads lies in two estates in east Kent, both of which were farmed along traditional lines until the late 1970s. In the case of the



M &amp; S's Dr Tom Clayton makes sure the crop is up to scratch

2,000 acres owned by Lord Northbourne, near the sleepy village, a mix of cereals were the principal crops while on the 700 acre farm owned by Hugh Finn near Canterbury, it was a combination of sheep, hops and top-fruit like apples.

All that the two farms had in common was that they also grew small quantities of traditional vegetables like salad onions, which they sold to Marks & Spencer's salad business via a co-operative.

The changes date from 1977, as Mr Howard Carr, managing director of Kent Salads and a former management trainee at the Northbourne estate, tells it, the catalyst was Sir Marcus Sief, then Chairman of Marks and Spencer, who "was keen to get homegrown iceberg lettuce onto his shelves". In furtherance of his wishes, M & S decided to send several of its more promising vegetable suppliers on a fact-finding trip to California, home of the iceberg.

"It was extremely exciting" Mr Carr says, telling how he and Mr Bob Thomas, now operations director of Kent Salads, "sat together in a California parking lot and created

More important, however, was Kent Salads' decision not just to grow but to supply iceberg lettuces to its customers all year round. This meant finding suppliers abroad during the winter months. There was a false start, Mr Carr says, when the company rented land in 1982-83 in Spain and tried to grow its own lettuces. What the company does now, both with the icebergs and the more exotic salads, is to buy from growers whom it monitors and advises as closely as it, in turn, is advised by its largest customer, Marks & Spencer.

"We have again taken our example from California," Mr Carr says. "The growing season there moves from the north of the state south to the Mexican border to get year-round supplies. We move through from Kent to southern France to eastern and southern Spain and Italy and sometimes further afield."

The company's latest deal is with a grower of radicchio in Zambia; its latest talks have been with potential suppliers in Morocco and Egypt.

Ultimately they settled on the nine varieties grown today, but to get started on production "we imported everything from California from the seed to the concept of the mobile rig, the technique of wrapping and even the plastic film and cardboard for boxing," Mr Carr says.

By the mid-1980s with the company established, the emphasis changed again. The formation of the company in 1982, with both Lord Northbourne and Mr Finn on its board, brought in its train a re-structuring of the farming operation which, though dovetailed into Kent Salads' rotational needs, is run separately from it.

Although there are no formal contracts, there are "programme commitments" agreed several months ahead and Marks & Spencer monitor the product closely. Dr Tom Clayton, senior produce executive, says Marks & Spencer's latest deal is with a grower of radicchio in Zambia; its latest talks have been with potential suppliers in Morocco and Egypt.

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## Cotton rally surprises traders

By Deborah Hargreaves in Chicago

A SIX-week strike which crippled Guyana's sugar industry earlier this year caused losses in foreign earnings of between \$180m and \$20m, the Guyana Sugar Corporation has said.

The company said the losses were incurred because of a 37,000-tonne monthly shortfall on shipments to the European Community.

Guyana had earlier declared a shortfall on its EC quota of 167,000 tonnes, following reduced production caused by the strike to protest the Government's economic austerity measures, including a 70 per cent currency devaluation. The country's sugar output last year was 166,000 tonnes, 55,000 tonnes less than 1987.

"But the reaction has been to push the market higher than the situation warranted," according to Mr Ed Whitten at Balfour Macleane.

Overall, cotton futures are now set to slide downwards, traders believe.

Nancy Dunn writes in Washington: In its most recent report on the cotton situation, the US Agriculture Department said Chinese cotton output would drop by 5 per cent, although weather conditions have generally been reported to be favourable.

However, the International Cotton Advisory Committee is still reckoning on a modest increase in Chinese production this year to 19.3m bales, up from 18.3m. It predicted a fall in Soviet production from 13.6m to 11.5m bales and a drop for the US from 15.4m to 13.5m bales.

The department is forecasting a rise in world cotton consumption to nearly 84m bales. That would put the demand-supply situation into near-balance. World production is forecast at 84.8m bales.

The Advisory Committee predicted a rise in prices for the 1989-90 season, encouraging increased plantings and higher production, lower consumption and falling prices in the following year.

During 1989-90, world cotton production could climb to nearly 87m bales, while consumption is likely to remain near 86m bales because of slower economic growth, the Committee said.

World trade in cotton is expected to decline from the expected record in 1988-89, but 1990-91 imports are forecast to be well above the average levels of the 1980s.

## Copper prices tumble after Noranda agreement

By Kenneth Gooding, Mining Correspondent

COPPER PRICES tumbled on the London Metal Exchange yesterday after Noranda, the Canadian natural resources group, reached a tentative agreement with the union for a new three-year contract at its Montreal copper refinery.

Traders suggested that, if the Noranda contract was ratified, it would be more likely that other North American copper producers currently involved in contract negotiations – Magna Copper and Asarcor – would also reach an agreement.

The market brushed aside the news that employees at the main plant of Metalurgica Hoboken-Overpelt (MHO) in Belgium – western Europe's

biggest copper refiner – had voted to continue a strike which started on June 8.

MHO last week declared force majeure on shipments of refined and fabricated copper from Olen and yesterday also declared force majeure on copper raw material purchases.

On the LME the price of Grade A copper for immediate delivery fell by 74 a tonne yesterday to \$1,638 and three-month metal dropped by 156 a tonne to \$1,626.50.

• Noranda's tentative deal gives an indication of its view of the copper market this year by providing for a 4.3 per cent cut in output from 345,000 short tons (\$2,000/lb each) in 1988 to 330,000 tons.

## WORLD COMMODITIES PRICES

## US MARKETS

IN THE METALS, gold, silver and platinum gained late in the day in reaction to a setback in the US dollar, reports Drexel Burnham Lambert. Copper futures sank as news of strike settlements prompted heavy liquidation by funds. The July contract fell 70 in the softs section above the 13 cent limit. Late in the day, option trading and switch trading was featured in the market. Cables trading was slow. Cotton prices gained from demand, while grain markets featured choppy action as weather conditions are being watched carefully. Commercial players were buyers in the wheat and soybeans. Fund buying was seen in the corn market. Tuesdays bearish out of town storage report kept pork bellies lower. Light red meat futures declined on the cattle futures. Hog trading was mixed. The energy complex advanced as new longs were seen in the markets.

## New York

GOLD 100 Troy oz: \$790.00  
SILVER 5,000 oz: \$10.00  
PLATINUM 50 troy oz: \$200.00

COPPER 25,000 lbs: \$0.00  
COTTON 5,000 lbs: \$0.00  
SOYBEANS 5,000 bu: \$0.00  
SOYBEAN OIL 40,000 lbs: \$0.00

HEATING OIL 42,000 US gallons: \$0.00  
BUTANE 100 barrels: \$0.00

COPPER 50,000 lbs: \$0.00  
COTTON 40,000 lbs: \$0.00  
SOYBEAN MEAL 10,000 tons: \$0.00

SOYBEAN OIL 40,000 lbs: \$0.00  
COPPER 100 barrels: \$0.00

CHICAGO

COFFEE 25,000 lbs: \$0.00  
COTTON 50,000 lbs: \$0.00  
SOYBEANS 5,000 bu: \$0.00  
SOYBEAN OIL 40,000 lbs: \$0.00

WHEAT 5,000 bu: \$0.00  
COTTON 50,000 lbs: \$0.00  
SOYBEAN MEAL 50,000 lbs: \$0.00

WHEAT 5,000 bu: \$0.00  
COTTON 50,000 lbs: \$0.00

WHEAT 5,000 bu: \$0.00  
COTTON





1000 pages

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## FOREIGN EXCHANGES

## Dollar tests DM1.97 support

THE DOLLAR drifted down from a firm start to finish weaker on the day in Europe. Lack of economic news left the foreign exchanges quiet. This was exaggerated by the short trading day in London, with many dealing rooms winding down their operations early because of the disruption to transport services.

The US currency is locked in a range of DM1.900 to DM2.05 at present, with pressure building up on the down side after last week's failure to break through resistance at DM2.05 following publication of the US trade figures.

Barclays de Zoete Wedd has suggested that DM1.970 is a strong support level where the dollar will consolidate before moving up again, but the market is generally uncertain about its future direction amid concern that sentiment could be moving against the currency.

At last night's close in Europe the dollar was holding tight against its lower support level, finishing at DM1.9700 compared with DM1.9780 on Tuesday. It also fell to Y143.75 from Y144.05, to SF7025 from SF71.700, and to FF76.6875 from FF76.725. On Bank of England figures the dollar's index was unchanged at 72.3.

There was no reaction to

publication of the Federal Reserve's "Beige Book" which indicates recent economic trends, and points to continued US growth, but at a slower rate.

Today's revised figure on first quarter US gross national product growth is unlikely to provide much further guidance. The pound lost over 2 cents in early London trading, falling to a low of \$1.5275, before Bank of England support led to a gradual recovery, with the pound eventually clawing its way up to close unchanged at \$1.5495.

On the other hand, it fell to DM3.0625 from DM3.0660. BZW pointed out that when sterling broke through DM3.00 in March last year it jumped from DM2.9975 to DM3.0475 in one day. This suggests there is no technical support between these figures and if the pound should move much lower it could quickly fall to DM3.00.

Sterling also fell to Y222.75 from Y223.25 yesterday; to SF72.8375 from SF72.8300.

## EMS EUROPEAN CURRENCY UNIT RATES

June 21	Last	Previous Close
1 Spot	1.5460 - 1.5525	1.5460 - 1.5525
1 month	1.5411 - 1.5460	1.5411 - 1.5460
3 months	1.5371 - 1.5400	1.5371 - 1.5400
12 months	1.5371 - 1.5375	1.5371 - 1.5375

Forward premium and discounts apply to the US dollar.

## STERLING INDEX

June 21	Last	Previous
8.30	90.3	91.0
9.00	90.4	91.1
10.00	90.4	91.1
11.00	90.4	91.1
12.00	90.4	91.1
2.00	90.4	91.1
3.00	90.4	91.1
4.00	90.5	91.0
4.00	90.5	91.0

Forward premium and discounts apply to the US dollar.

## CURRENCY RATES

June 21	Bank of England	Swiss	European	US
1 Spot	1.2522	1.4745	1.4890	1.4890
1 month	1.2497	1.4745	1.4890	1.4890
3 months	1.2497	1.4745	1.4890	1.4890
12 months	1.2497	1.4745	1.4890	1.4890

Forward premium and discounts apply to the US dollar.

## CROSSING RATES

June 21	Day's	Open	Close	1 m.	3 m.	12 m.
1 Spot	1.2522	1.4745	1.4890	1.4890	1.4890	1.4890
1 month	1.2497	1.4745	1.4890	1.4890	1.4890	1.4890
3 months	1.2497	1.4745	1.4890	1.4890	1.4890	1.4890
12 months	1.2497	1.4745	1.4890	1.4890	1.4890	1.4890

Forward premium and discounts apply to the US dollar.

## CURRENCY MOVEMENTS

June 21	Bank of England	Swiss	European	US
1 Spot	90.6	-0.9		
1 month	90.5	-0.9		
3 months	90.5	-0.9		
12 months	90.5	-0.9		

Forward premium and discounts apply to the US dollar.

## OTHER CURRENCIES

June 21	E	S
Argentina	2.6070	2.6070
Brazil	1.8025	1.8025
Canada	1.5105	1.5105
China	1.4000	1.4000
France	1.2000	1.2000
Germany	1.1975	1.1975
Italy	1.1975	1.1975
Japan	1.1975	1.1975
Korea	1.1975	1.1975
Malaysia	1.1975	1.1975
Mexico	1.1975	1.1975
Peru	1.1975	1.1975
Spain	1.1975	1.1975
Sweden	1.1975	1.1975
Switzerland	1.1975	1.1975
UK	1.1975	1.1975
USA	1.1975	1.1975
Yugoslavia	1.1975	1.1975

Forward premium and discounts apply to the US dollar.

## MONEY MARKETS

## Trading restricted

INTEREST RATES declined from a firm start on the London money market yesterday to finish lower on the day in very thin trading.

Three-month interbank initially rose to 144-145 per cent from 147-14 per cent as sterlings fell 2 cents against the dollar. As the pound recovered, it helped the Bank of England's intervention rates fall back and three-month money finished at 143-14 per cent.

Credit conditions were very comfortable in London. The Bank of England forecast a day-to-day surplus of £500m. Problems over travelling conditions, caused by strikes virtually

UK clearing bank base lending rate 14 per cent from May 24

ally halting London's public transport, meant that dealers were keen to square their books early. Volume of trade in the cash market was severely restricted by the lack of staff, such as bank messengers and those involved in settlement procedures.

The Bank of England absorbed surplus funds before lunch by selling £490m Treasury bills, due July 7, at rates of 134-134 per cent. There was no further action by the authorities in the afternoon.

Bills maturing outside the hands of the Bank of England added a net £145m to liquidity, with Exchequer transactions adding £480. These factors out-

weighed a scale in the capital since Britain's general strike in 1926.

This report met with a fairly predictable reaction from overseas holders of sterling and was quickly followed by early intervention by the Bank of England to steady the market. The pound lost over 2 cents in early London trading, falling to a low of \$1.5275, before Bank of England support led to a gradual recovery, with the pound eventually clawing its way up to close unchanged at \$1.5495.

On the other hand, it fell to DM3.0625 from DM3.0660. BZW pointed out that when sterling broke through DM3.00 in March last year it jumped from DM2.9975 to DM3.0475 in one day. This suggests there is no technical support between these figures and if the pound should move much lower it could quickly fall to DM3.00.

Sterling also fell to Y222.75 from Y223.25 yesterday; to SF72.8375 from SF72.8300.

## FINANCIAL FUTURES

## Transport benefits for Liffe

TRADING ON the Liffe market was brisker than might have been expected, given the difficulties with transportation into the City yesterday. The transport problem was one of the main reasons keeping futures active, simply because the cash market lacked much of the back-room staff necessary to keep it operating. Liffe has an automated settlement system, and this can as normal with Liffe reporting virtually a full complement of traders at work yesterday.

On the other hand, it fell to

many banks had decided to keep cash trading to a minimum and this tended to push rates between cash and futures out of line. Three-month interest rates based on the money market - partly as a result of a rally by sterling against the dollar - but there was generally little trade in cash, while the price of short sterling futures was

ing sentiment to show through in yesterday's unusual conditions. The easing of cash interest rates may have suggested there was not too much to worry about, but this was not the view seen from Liffe.

In an active market, trading over 28,000 lots for September delivery, short sterling fell to \$3.65 from \$3.50, reflecting nervousness about next week's UK trade figures for May and an underlying concern about the pound.

Dealers said this was because the Liffe market was the obvious area for underlying

LIFFE LONG DOLLAR FUTURES OPTIONS

Series	Call/put	Expiry	Price	Call/put	Expiry	Price
140	408	4/2	74	140	154	74
140	560	14/2	74	140	154	74
140	560	24/2	74	140	154	74
140	560	34/2	74	140	154	74
140	560	44/2	74	140	154	74
140	560	54/2	74	140	154	74
140	560	64/2	74	140	154	74
140	560	74/2	74	140	154	74
140	560	84/2	74	140	154	74
140	560	94/2	74	140	154	74
140	560	104/2	74	140	154	74
140	560	114/2	74	140	154	74
140	560	124/2	74	140	154	74
140	560	134/2	74	140	154	74
140	560	144/2	74	140	154	74
140	560	154/2	74	140	154	74
140	560	164/2	74	140	1	



*3pm prices June 21*

**NEW YORK STOCK EXCHANGE COMPOSITE PRICES**

**The world's first  
King Size Filter cigarette**



OFTEN  
IMITATED,  
NEVER EQUALLED.

**Continued on Page 43**



## AMERICA

## Dow rebounds on news of ebbing economic growth

## Wall Street

**TAKEOVER** stocks continued to provide the main interest in a market which lacks overall direction and the morning session simply tracked the bond market, writes Janet Bush in New York.

The Dow Jones Industrial Average registered a loss of more than seven points in the early part of the morning session but then rebounded as bonds reacted positively to the publication of the US Federal Reserve's Tan Book which pointed to a further ebbing of economic growth and no acceleration in wage or price pressures.

At 2pm, the Dow, which had recorded declines in five out of the previous six sessions, was quoted 3.78 points higher at 2,476.87. Volume was moderate at 10m shares. Other leading stock indices also registered small gains by midsession.

There is no doubt that the equity market has lost its momentum for the time being after its impressive run up earlier this month on high optimism about a soft landing with controlled inflation and lower interest rates. The euphoria is not in the market anymore and there is a great deal of indecision about where the market is headed next.

Over the past two months,

the Dow has struggled to stay above the 2,500 level for long and continues to find it a hurdle. The close on Tuesday at 2,472.88 was the lowest for over a month.

Economic news was thin on the ground. The Tan Book helped bonds somewhat, as did a small recovery in the dollar from its lows.

The Dow Jones Transportation was again quoted at an all-time high at midsession as airline stocks continued to benefit from takeover speculation. The transport index was up 5.98 points at midsession at 1,733.87.

Pan Am appeared to confirm speculation this week that the losing bidders for NWA would turn their sights on another target. Pan Am's chairman said that the airline has not ruled out trying to acquire another carrier.

At midsession, UAL was up \$1 at \$134.4, AMR added \$1.2 to \$64.4 and Delta gained \$2.4 to \$70.4.

Auto stocks were weaker after Kidder Peabody cut its 1990 earnings estimates on the top three auto manufacturers by more than 50 per cent and lowered its investment ratings on General Motors and Ford. GM was quoted 5% lower at \$40.4. Ford fell 5% to \$48.4 and Chrysler dipped 3% to \$25.4.

Among featured individual

stocks was Schwitzer which fell \$1 to \$10.4. The company lowered its estimate of 1989 earnings from operations to a range between 70 cents and 80 cents a share.

Measurex rose \$1.4 to \$28 after it reported higher second quarter earnings. It had fallen \$1.4 on Tuesday.

Cordis fell \$2.4 to \$15.3 in over-the-counter trading. The company said that a ruling by the Food and Drug Administration of the application status of its balloon catheter could delay introduction of the device in the US for several months.

## Canada

**STOCKS** shifted lower at midday. Analysts said investors are sitting on the sidelines, amid indications that interest rates are not declining.

The key Bank of Canada rate is expected to stay at its current level of 12.51% at its meeting setting Thursday, they said.

The composite index fell 7.10 to 3,739.20. Advances were even with declines, 239 to 247, on volume of 12.3m shares.

Core-Mark was up 0.4% to C\$6.4 after a group of former managers raised its bid for 57% of the stock to C\$6.50 per share from C\$5.50. A competing bid from New York-based investment firms is still outstanding at C\$6.25.

**M**r Yoshitugu Hirayama, president of Hirayama Real Estate in Tokyo, talks about his stock investments with the passion of a horse-racing fan talking about his favourite seed. "Tell the British to buy the stocks I recommend," he says. "They will produce enough profits to go around the world on the QE2 three times and still have money left over."

Mr Hirayama has passed on the core of his property business to his son and now spends most of his days watching the stock market. As a self-made businessman he is fairly typical of the large number of wealthy Japanese individuals who invest actively in equities. However, his stake of some tens of billions of yen would certainly rank him as one of the bigger fry.

The financial power of Japan's huge institutional investors and the scale of their investments on capital markets throughout the world is already widely recognised, but the power of this new breed of individual investors should not be ignored either.

After the 1987 crash, it was the individual investors, not the institutions, who immediately saw the opportunity to buy shares at bargain prices and plunged back into the market, helping it to recover sooner than either Wall Street or London. This year, as institutions have remained cautious in the face of currency and interest rate worries and political strife at home and

abroad, individual investors have skipped nimbly in and out of the market.

Interest in the market among a wide range of investors, from the billionaire entrepreneur to the thrifty housewife, has mushroomed in the past few years as Japan's roaring economy has brought a surge in personal incomes and bank saving incentives have been removed. "The average Japanese is quite intelligent," says a long-time stock salesman, "they can see that it is ridiculous to put money in the Tokyo stock market."

There were two seminal events that stimulated interest in the market among individuals. The first was the initial public offering by the Government two years ago of shares in the huge telecommuni-



Yoshitugu Hirayama: Tell the British to buy my stocks

ations company, Nippon Telegraph and Telephone (NTT).

NTT shares were seen as a once-in-a-lifetime bargain and attracted so much interest that the number of people who signed up for a special lottery to buy one share at the unprecedentedly high price of Y1.2m (80,000) reached 10.7m - six times the 1.85m shares available and twice the entire number of Japanese stockholders.

Pensioners pulled out their savings and businessmen and female office workers dipped into several bank accounts to scrape together enough money for their one share. "NTT attracted a lot of investors who had never bought stocks and who knew nothing about the market," says a salesman at one of Japan's leading securi-

ties firms.

The second development was the extraordinary surge in land

prices between 1985 and 1988.

"The real estate boom had a

very positive effect on the market," says Mr Kozo Kato, a veteran salesman at Akane Securities who has been selling stocks to individuals for nearly 30 years. "People began looking at the market the way they looked at real estate - that it will keep on rising, just as land prices always rise."

Active trading by individuals

makes for a more exciting market, says Mr Norio Watanabe, director of Cred Suisse Investment Advisory. Institutional investors are more cautious and predictable, while individuals are more willing to take risks and tend to move more quickly in and out of the market.

Yet while the wealth of cer-

tain individuals has continued

to snowball as share prices

have jumped to new highs, the

voice of resentment among the

have-nots has also grown louder, as the upturn caused by

the Recruit scandal in the past

year has shown.

Mr Watanabe is concerned

that if this kind of bull market

goes on for another year or two, there could be criticism that securities investment is too lucrative. Such resentment could then prompt the Ministry of Finance to tighten the tax screws on individual investors.

But there seems little doubt

that while the market remains

in a bullish mood, individuals will keep coming back. "The

problem," says Mr Kato, "is

that there is nowhere else to

put the money."

Surprisingly, a new capital

gains tax introduced this April

has also had little effect.

Trading was quiet as turn-

over slipped to 55m shares

from Tuesday's 65m. Small

investors were the main partici-

pants.

AUSTRIA drifted to a

lower close in subdued trade

following higher than expected April retail sales figure.

The seasonally adjusted rise

of 6.4 per cent to A\$6.83m in

April created a sellers' market.

The figure underlined the fact

that interest rates were likely to

stay high.

The All Ordinaries index

closed 3.4 points lower at

1,502.2. Falling led dies

by 1.8 to 63.2.

sidelines amid uncertainty

over China and its effect on

Hong Kong's economy.

The Hang Seng index lost

65.21 to 2,272.50. Volume eased

slightly to HK\$722m from Tues-

day's HK\$741m.

The most active stock was

Swire Pacific A which lost 20

cents to HK\$14. Hongkong

Bank fell 10 cents to HK\$35.45.

SINGAPORE finished mar-

ginally easier but above early

lows after some late buying

interest and bargain-hunting.

The Straits Times industrial

index fell 0.62 to close at

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